

Sense of Calling in University Students Career Development: Evidence from Across Asia Pacific

José F. Domene, University of New Brunswick, jfdomene@unb.ca

Paper presented at the 2016 Asia Pacific Career Development Association conference, Taipei, Taiwan

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Scope of the Existing Literature

Theology / Religious Studies

Career Psychology /
Management Science

	Praskova, Creed, & Hood, 2014, 2015; Praskova, Hood & Creed, 2014
	Domene, 2015; French & Domene, 2010; Elangovan, Pinder & McLean, 2010
	Zhang, Dik, Wei, & Zhang, 2015; Zhang, Herrmann, Hirschi, Wei, & Zhang
	Park, Sohn & Ha, 2015; Park & Yoo, 2012
	Douglass, Duffy, & Autin, 2015
	Many studies. For reviews, see Duffy & Dik, 2013; Duffy et al., 2015

Positive Career Development Outcomes

- **Educational outcomes:** Academic motivation, academic satisfaction
- **Career choice outcomes:** Career decidedness, choice comfort, outcome expectations, perceived employability
- **Employment outcomes:** Career adaptability, career commitment, job satisfaction, organizational attachment, work engagement
- **Life outcomes:** Dispositional hope, life meaning, life satisfaction

Characteristics of Calling

- External source (religious or secular)
- Altruistic / Focused on others
- Oriented to action
- Provides purpose / meaning

Negative Career Development Outcomes

- Ignoring career advice and guidance
- Struggle and burden of following one's call
- Overly high standards / discontent with performance
- Negative effects on work, friend and family relationships

Assessment of Calling

- **Presence of a calling:**
 - *Brief Calling Scale* (Duffy & Dik, 2013)
 - *Calling & Vocation Questionnaire* (Dik, Eldridge, Steger, & Duffy, 2012)
 - *Career Calling Scale* (Praskova, Creed, & Hood, 2015)
 - *Chinese Calling Scale* (Zhang, Herrmann, Hirschi, Wei, & Zhang, 2015)
 - *Multidimensional Calling Measure* (Hagmaier, & Abele, 2012)
- **Searching for a calling:**
 - *Brief Calling Scale* (Duffy & Dik, 2013)
 - *Calling & Vocation Questionnaire* (Dik, Eldridge, Steger, & Duffy, 2012)
- **Enacting calling in work/life:**
 - *Living Calling Scale* (Duffy, Allan, & Bott, 2012)

Implications for Practice

- Adding an explicit focus on calling to existing career exploration groups has limited benefits
- Explore **if** calling is meaningful, and **how** it is meaningful
- Working with clients who perceive a calling:
 - Use the language of calling in your work with them
 - Calling as a way to motivate career exploration and persistence
 - Explore the possibility of living out one's calling in other life roles
 - Attend to possible negative outcomes of having a calling