

**Title:** Career Adapt-Abilities Scale – Dual Career Form (CAAS-DC): Psychometric Properties and Initial Validation in High-School Student-Athletes

**Authors:** Ryba, T., Zhang, C-Q., Huang, Z., & Aunola, K.

**Year:** 2017

**Keywords:** Dual career, career adaptability, sports and exercise, areas of expertise, psychometrics, methodology expertise, youth sport

**Sports:** Individual and team sports

**Journal:** Health Psychology and Behavioural Medicine

**Main Theme:** Dual Career Athletes

**Secondary Themes:** CASS-DC, education, sport, adolescent athletes

**Aims:** Career adaptability is defined as: “the self-regulation strength or capacities that a person may draw upon to solve the unfamiliar, complex and ill-defined problems presented by developmental vocational tasks, occupational transitions, and work traumas.” Career adaptability is conceptualised as psychological resources that support self-regulation strategies along the four dimensions of *concern*; “indicates future orientation and the extent to which one is aware of and prepared for a professional future”, *control*; “relates to beliefs about personal reasonability for shaping oneself and one’s environment in vocational development and the perceived personal control over the preparatory process”, *curiosity*; “reflects the tendency and ability to explore the self and environment for options and possibilities”, and *confidence*; “the perceived efficacy to pursue one’s goals and aspirations”. The Career Adapt-Abilities Scale (CAAS) has been validated and used to assess career adaptability in diverse socio-cultural populations and has shown that career adaptability resources are important for activating the life designing process. However, no research exists on career adaptabilities in relation to subjective task values for school and sport. Therefore, the aim of the study was to develop and validate the Dual Career Form of the

CAAS (CASS-DC) to measure concern, dual career concern, control, curiosity, and confidence in student athletes.

**Method:** 391 adolescent athletes participated in the study (Mage = 16 years). Fifty percent of the participants represented individual sports and 50% team sports. Athletes reported that they had competed at least in the regional level for an average of 7 years. The athletes reported spending on average 25 hours a week on their sport, and 60% expected to compete in the Olympic Games or World Championships in the future. Participants were recruited from six sport high schools across Finland for Time 1 data collection of a longitudinal study of adolescent athletes' dual careers. Building on the existing Career Adapt-Abilities Scale (CASS; Savickas & Porfeli, 2012), three new items were added to the CAAS-DC: "Becoming aware of the sport choices that I must make;" "Concerned about my athletic career;" and "Concerned about combining my sport and education." In addition, concern item #6 of the CASS ("Concerned about my career") was modified as "Concerned about my vocational career" to ensure a clear distinction between athletic career and vocational career.

**Results and Practical Implications:** Adequate factorial validity of the CAAS-DC and international consistency reliabilities of its five subscales were shown in both exploratory structural equation modelling and confirmatory factor analysis. The concurrent validity of the CAAS-DC was demonstrated by positive and significant associations with self-esteem, sport task values, school task values, and career construction; and negative associations with school and sport burnout. The CAAS-DC is a promising self-report inventory that can be used by researchers and applied practitioners to assess young athletes' self-regulation capacities in dual career pursuits. The dual career form could be used in career counselling with athletes. Student-athletes face unique developmental challenges and the CAAS-DC could be used to assist them in recognising their strengths to generate possibilities for designing their life careers. Also, employability is a central concern to career development

The logo for TASS (The Association for Sport and Society) features the word "tass" in a bold, red, lowercase sans-serif font. A red four-pointed star is positioned to the right of the text.

SUPPORTED BY   **SPORT ENGLAND**  
**LOTTERY FUNDED**

(not only of youth athletes but also of mature performers, especially at sporting retirement). The CAAS-DC therefore, may highlight the psychological resources and accumulated competencies of athletes when tailoring intervention programs to support their rebuilding of expertise during the transition into work life.

TASS have produced this lay summary. The full article is available (permissions may apply):

<https://www.tandfonline.com/doi/abs/10.1080/21642850.2016.1273113>