

Career Interest for Sustainability: New and Emerging Interest Domain

Iva Šverko, Toni Babarović, & Vanja Međugorac
Ivo Pilar Institute of Social Sciences, Zagreb, Croatia

Careers and Sustainability

- Emerging interests for sustainability and green careers
- World of work and counseling
 - Changes in job content towards more sustainable ways of achieving same goals
 - Contribution through professional engagement, career
 -New career opportunities that have to be taken into account.....
- Our intention – to grasp interest for contribution to sustainability through professional engagement in occupation
 - Three domains of sustainability – environmental, social, economic
 - Interests towards professional engagement in each of three domains of sustainability
- Career Interests for Sustainability Scale CIS
 - 12 items
 - 5-point Likert-type scale
 - Respondents have to estimate their preferences in particular activities

I like working activities through which I can contribute to the sustainability of natural resources.
I would like to professionally engage in conservation of biological diversity.
I would like to professionally address the problem of environmental pollution.
I would be interested in a career in environmental sustainability.

I would like to work on ensuring equal educational opportunities and health care for all.
I like the activities in which I can provide care for the people in need.
I would like to personally dedicate to the reduction of national, religious or gender inequalities.
I would be interested in the career through which I could dedicate to issues of social justice.

I would like to contribute professionally to conscious consumer behavior.
I would like to indicate unethical business of different companies through my work.
I would like to professionally engage in reducing exploitation of workers and improve working conditions.
I like the activities through which I can help reducing poverty and economic inequality.

- 1 – totally disagree
- 2 – disagree
- 3 – neither agree, nor disagree
- 4 – agree
- 5 – totally agree

Career Interest for Sustainability

- Is it psychometrically adequate?
- How does it relate to other constructs?
- Where does it fit in RIASEC space?
- How can it be used in counseling?

Respondents

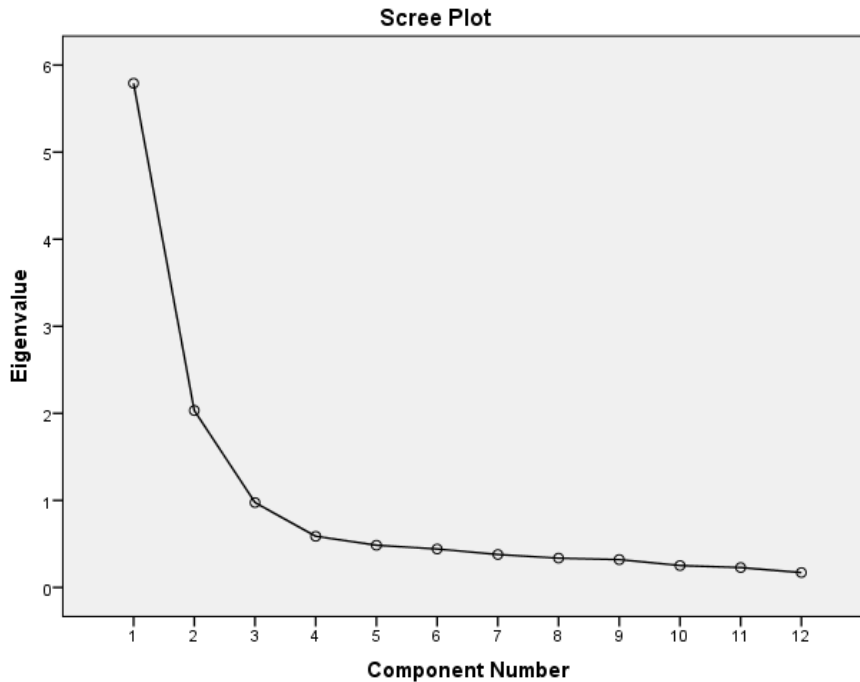
- $N = 568$
- secondary school graduates (17-18 years old, mostly females (67 %))
- enrolled in general gymnasia, professional technical schools, high schools for economics and trades, medical high schools, and high schools for applied arts

Instruments

- Career Interests for sustainability
- Personal Globe Inventory
- Values Scale
- Environmental values
- Career Adapt-Abilities Scale
- HEXACO personality inventory
- Time Perspectives
- New Ecological Paradigm

- adequate reliability and structure observed for all measures applied

Factor structure of CIS



	F1	F2	F3
eigenvalue	5.79	2.03	0.97
VAF	48.26	16.93	8.12
VAF tot		73.31	

	soc	env	eco
Item1	0.07	0.66	0.37
Item2	0.16	0.88	0.06
Item3	0.16	0.89	0.18
Item4	0.15	0.88	0.14
Item5	0.72	0.25	0.30
Item6	0.85	0.11	0.08
Item7	0.81	0.17	0.21
Item8	0.76	0.06	0.42
Item9	0.25	0.26	0.75
Item10	0.22	0.16	0.83
Item11	0.39	0.19	0.71
item12	0.63	0.11	0.52

Reliability & gender differences

	α	M_M	Sd_M	M_F	Sd_F	t	p
Environmental	.89	2.45	0.97	2.62	1.04	<i>n.s.</i>	
Social	.87	3.01	0.98	3.58	0.88	-6.48	.000
Ecological	.84	3.19	0.91	3.32	0.81	<i>n.s.</i>	
Total	.90	2.96	0.77	3.24	0.71	-3.90	.000

Correlations

Values	CIS
Individualistic	0.09
Self-actualization	0.20
Social	0.25
Utilitarian	0.04
Advanturistic	0.19
Altruistic	0.41
Biospheric	0.40
Egoistic	-0.08
Hedonistic	-0.05

Personality	CIS
Honesty/humility	0.15
Emotionality	0.16
Extraversion	0.10
Agreeableness	0.15
Consciousness	0.03
Openness	0.18

Adaptability	CIS
Concern	0.12
Control	0.12
Curiosity	0.30
Confidence	0.11
CAAS	0.21

NEP and TP	CIS
NEP	0.18
Past negative	0.05
Past positive	0.13
Present hedonistic	0.09
Present fatalistic	0.04
future	0.15

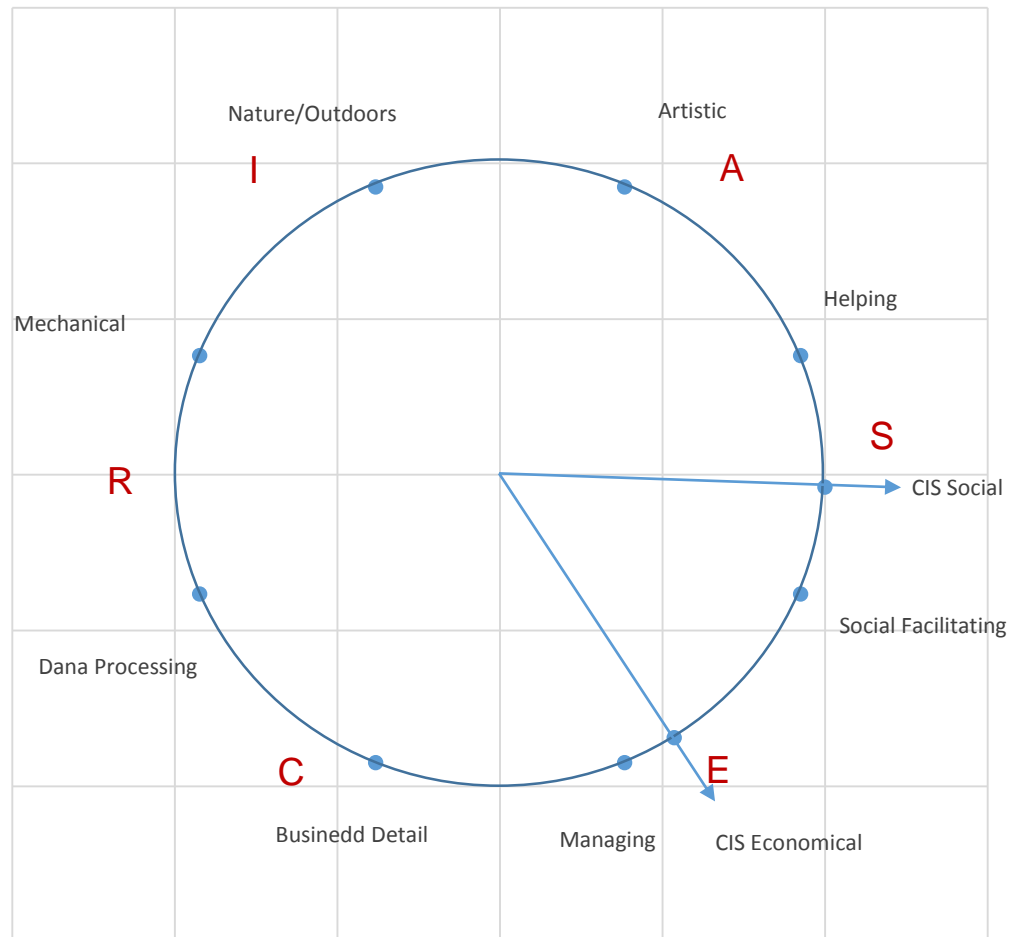
Correlations with RIASEC scales

	Env	Soc	Eco
R	0.04	-0.11	0.04
I	0.35	0.07	0.02
A	0.14	0.11	0.05
S	0.14	0.37	0.24
E	0.01	0.21	0.28
C	0.04	-0.06	0.14

Correlations with PGI scales

	Env	Soc	Eco
Social Facilitating	0.05	0.25	0.22
Managing	-0.01	0.16	0.26
Business Detail	0.03	0.08	0.24
Data Processing	0.08	-0.05	0.11
Mechanical	0.04	-0.11	0.04
Nature / Outdoors	0.35	0.07	0.02
Artistic	0.14	0.11	0.05
Helping	0.15	0.36	0.21
High Prestige	0.01	0.35	0.32
Low Prestige	0.07	-0.01	0.05

Property Vector Fitting



- interest toward fostering social fairness fitted close to the *People* pole,
- interest toward raising economic sustainability fitted next to the *Data* pole,
- interest toward nurturing environmental sustainability were distinct from classic interest scales

Conclusion

- Adequate measure
- Interests for sustainability are not included in typical interest measurement
- Important to consider vocational interests for raising sustainability in career and life design
 - Raising awareness to promote changes
 - Educate & motivate to choose sustainably 😊

Thank you for your attention!

Iva, Vanja & Toni

(contact iva.sverko@pilar.hr)