

**RECTO**

<p><b>Career Difficulties Inventory – Card Sort</b> (CDI-C; © S. Rochat, 2021)</p> <p>The codes on the back refer to the book chapters which suggest possible appropriate interventions.</p>	<p><b>NOT AT ALL</b></p>
<p><b>SOMEWHAT</b></p>	<p><b>A LOT</b></p>
<p>My career goal is unclear; I don't know where to go.</p>	<p>I tend to be pessimistic and always expect the worst to happen.</p>
<p>My career goal isn't that important; I don't see the point in trying to achieve it.</p>	<p>I doubt my worth and tend to blame myself for all of my shortcomings.</p>
<p>My career goal isn't my priority; I have other goals to achieve at the moment.</p>	<p>I'm afraid of mistaking myself and making a bad decision.</p>

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C D I – C	C D I – C
<p><b>2.1. Reviewing Pessimistic View</b></p> <ul style="list-style-type: none"> <li>• Softening the thoughts</li> <li>• Scaling the thoughts</li> <li>• Three doors exercise</li> <li>• Pre-mortem analysis</li> </ul>	<p><b>1.1. Clarifying the Goal</b></p> <ul style="list-style-type: none"> <li>• Playing down</li> <li>• Exploring the metaphor</li> <li>• Goals’ typology</li> <li>• Vocational indecision inventories</li> </ul>
<p><b>2.2. Fostering Self-Esteem</b></p> <ul style="list-style-type: none"> <li>• Self-compassion</li> <li>• Flip side of the flaws</li> <li>• Dream team</li> <li>• Role models</li> </ul>	<p><b>1.2. Reinforcing Goal Importance</b></p> <ul style="list-style-type: none"> <li>• Targeted questions</li> <li>• Scale of importance</li> <li>• Unfolding the scenarios</li> <li>• Exploring the gap with the values</li> </ul>
<p><b>2.3. Reviewing the Fear of Making a “Bad Decision”</b></p> <ul style="list-style-type: none"> <li>• Unfolding the worst scenarios</li> <li>• Psychological immune system</li> </ul>	<p><b>1.3. Increasing Goal’s Priority</b></p> <ul style="list-style-type: none"> <li>• Life roles analysis</li> <li>• Subjective identity forms analysis</li> </ul>

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<p>I doubt my abilities to reach my goal.</p>	<p>I am afraid of the uncertainty surrounding my decision and its consequences.</p>
<p>My environment doesn't support my efforts to reach my goal.</p>	<p>I am anxious about having to make a decision.</p>
<p>I feel a lot of mixed emotions toward my goal.</p>	<p>I tend to experience fear and anxiety in a lot of situations.</p>
<p>I tend to procrastinate the tasks that I need to do.</p>	<p>I fear the consequences that my choice could have on my family's equilibrium.</p>
<p>Choosing a career is crucial decision because it is made once and for all.</p>	<p>I lack information on how to develop my career throughout my life.</p>

<p><b>2.4. Facing Uncertainty</b></p> <ul style="list-style-type: none"> <li>• Effectuation</li> <li>• Possible selves</li> <li>• Decision tree</li> <li>• Spirit of adventure</li> </ul>	<p><b>1.4. Increasing Self-Confidence</b></p> <ul style="list-style-type: none"> <li>• Targeted questions</li> <li>• Confidence scale</li> <li>• Exploring success stories</li> <li>• Quality inventories</li> <li>• Trusting</li> </ul>
<p><b>2.5. Decreasing Career Decision-Making Anxiety</b></p> <ul style="list-style-type: none"> <li>• Progressive exposure</li> <li>• Marie Kondo method</li> </ul>	<p><b>1.5. Increasing Confidence in the Environment</b></p> <ul style="list-style-type: none"> <li>• Identifying obstacles and resources</li> <li>• Social support network map</li> <li>• Asking for help</li> </ul>
<p><b>2.6. Handling General Anxiety</b></p> <ul style="list-style-type: none"> <li>• Vicious cycle of stress</li> <li>• Cognitive reframing</li> <li>• Emotional reframing</li> <li>• Postural reframing</li> </ul>	<p><b>1.6. Clarifying Emotions</b></p> <ul style="list-style-type: none"> <li>• Functional analysis</li> <li>• List of emotions</li> <li>• Emotional intelligence</li> </ul>
<p><b>2.7. Considering Relational Factors</b></p> <ul style="list-style-type: none"> <li>• Family therapy assumptions</li> </ul>	<p><b>1.7. Fighting Procrastination</b></p> <ul style="list-style-type: none"> <li>• Changing the speech, the perspective, the name or the story</li> <li>• Making it fun</li> <li>• Doing the task with someone</li> <li>• Increasing the difficulty</li> </ul>
<p><b>4.1. Introducing Stages of Career Development</b></p> <ul style="list-style-type: none"> <li>• Hope centered model</li> </ul>	<p><b>3.1. Downplaying the Criticality of the Decision</b></p> <ul style="list-style-type: none"> <li>• Finding counter-examples</li> <li>• Temporizing choices</li> <li>• Nine lives exercise</li> </ul>

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Work is the most important thing in life.	I lack information on the steps to follow when choosing a career.
In the end, it is mostly chance and luck that guide career choices.	I lack information on the aspects to take into account when choosing a career.
The career counselor will be able to tell me which path is right for me.	I lack information on how to combine information when choosing a career.
Tests and inventories can reveal which career option is best for me.	I don't see why I would explore several career options before making a decision.
My relatives know better which paths will suit me better.	I don't know whether I should prioritize the reason or my emotions when choosing a career.

<p><b>4.2. Giving Information about Career Decision-Making Steps</b></p> <ul style="list-style-type: none"> <li>• Parson’s model</li> <li>• Gati and Asher’s model</li> <li>• Funnel metaphor</li> </ul>	<p><b>3.2. Downplaying the Centrality of Work</b></p> <ul style="list-style-type: none"> <li>• Love metaphor</li> </ul>
<p><b>4.3. Giving Information about Career Choice Components</b></p> <ul style="list-style-type: none"> <li>• Ikigai diagram</li> <li>• Concrete aspects</li> </ul>	<p><b>3.3. Reassigning the Roles of Luck and Fate</b></p> <ul style="list-style-type: none"> <li>• Nudging luck</li> <li>• Drawing lots</li> </ul>
<p><b>4.4. Giving Information about How to Combine Information</b></p> <ul style="list-style-type: none"> <li>• Matching process</li> </ul>	<p><b>3.4. Reframing Professional Help</b></p> <ul style="list-style-type: none"> <li>• Motivational and paradoxical postures</li> <li>• Being direct</li> </ul>
<p><b>4.5. Introducing Exploration and Engagement Processes</b></p> <ul style="list-style-type: none"> <li>• Marcia’s model</li> </ul>	<p><b>3.5. Specifying the Role of Tests and Questionnaires</b></p> <ul style="list-style-type: none"> <li>• Photograph metaphor</li> <li>• Paradoxical posture</li> </ul>
<p><b>4.6. Clarifying the Role of Reason and Emotions</b></p> <ul style="list-style-type: none"> <li>• Rehabilitating emotions</li> <li>• Experiencing positive emotions</li> </ul>	<p><b>3.6. Giving Back their Rightful Place to Significant Others</b></p> <ul style="list-style-type: none"> <li>• Paradoxical posture</li> <li>• Love metaphor</li> </ul>

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<p>Some occupations are for women and others for men.</p>	<p>I find it hard to see the big picture of the career decision-making process.</p>
<p>I lack information about my interests (what I like).</p>	<p>I don't know if I have gathered enough information on the options to make a decision.</p>
<p>I lack information about my personality (who I am).</p>	<p>I would like to have answers to my questions about careers or training paths.</p>
<p>I lack information about my skills (what I am good at).</p>	<p>I don't know where to find information on occupations and training paths.</p>
<p>I lack information about my values (what is important to me).</p>	<p>I don't know how good is the quality of the information I have gathered about occupations and training paths.</p>

<p><b>4.7. Synthesizing with a Metaphor</b></p> <ul style="list-style-type: none"> <li>• Chocolate box metaphor</li> <li>• Shoe store metaphor</li> </ul>	<p><b>3.7. Questioning (Gender) Career Stereotypes</b></p> <ul style="list-style-type: none"> <li>• Finding counter-examples</li> <li>• Highlighting gender stereotypes</li> </ul>
<p><b>6.1. Identifying Information Gaps and Unrealistic Views</b></p> <ul style="list-style-type: none"> <li>• Degree of information × consciousness matrix</li> <li>• Additional information</li> <li>• Pelican syndrome</li> <li>• Realism × consciousness matrix</li> </ul>	<p><b>5.1. Clarifying Vocational Interests</b></p> <ul style="list-style-type: none"> <li>• RIASEC model</li> <li>• Activities and occupations' card sorts</li> <li>• Investigating hobbies</li> </ul>
<p><b>6.2. Giving Information</b></p> <ul style="list-style-type: none"> <li>• Elicit-provide-elicite technique</li> </ul>	<p><b>5.2. Exploring Personality</b></p> <ul style="list-style-type: none"> <li>• Adjective cards</li> <li>• Investigating the functioning</li> </ul>
<p><b>6.3. Specifying Sources of Information</b></p> <ul style="list-style-type: none"> <li>• Adapting sources to the process' stages</li> <li>• Information on the Internet</li> <li>• Internships</li> </ul>	<p><b>5.3. Identifying Skills</b></p> <ul style="list-style-type: none"> <li>• Skills analysis</li> </ul>
<p><b>6.4. Fostering Critical and Objective Assessment of Information</b></p> <ul style="list-style-type: none"> <li>• Assessing quality and relevance</li> <li>• Investigation metaphor</li> </ul>	<p><b>5.4. Identifying Values</b></p> <ul style="list-style-type: none"> <li>• Schwarz's model</li> <li>• Open questions</li> </ul>



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I lack information about my strengths.	I lack information on the existing occupations and their characteristics.
I lack information about the meaning of my life, my work, or my studies.	I wonder what the occupations will look like in the future.
I can hardly find a common thread in my career path.	I lack information on training paths.
I am hesitating between several career options: everything interests me!	I feel like my career opportunities are infinite.
The careers and/or training paths I like are inaccessible.	I am influenced by the career choices of my family members.

<p><b>6.5. Exploring Existing Careers and Their Characteristics</b></p> <ul style="list-style-type: none"> <li>• RIASEC model</li> <li>• Occupations' characteristic</li> <li>• Imagination versus reality</li> </ul>	<p><b>5.5. Identifying Strengths</b></p> <ul style="list-style-type: none"> <li>• VIA Strengths Inventory</li> <li>• Strengths cards</li> <li>• Daily use</li> </ul>
<p><b>6.6. Exploring Occupations of the Future</b></p> <ul style="list-style-type: none"> <li>• Sparking the imagination</li> <li>• Consulting the forecast</li> <li>• Effectual logic</li> </ul>	<p><b>5.6. Exploring Meaning</b></p> <ul style="list-style-type: none"> <li>• Sense of belonging</li> <li>• Existential goals</li> <li>• Experiences of transcendence</li> <li>• Sense of coherence</li> </ul>
<p><b>6.7. Introducing Educational Systems</b></p> <ul style="list-style-type: none"> <li>• Introducing of drawing the official schema</li> <li>• Schema of the country of origin</li> <li>• Criteria to consider</li> </ul>	<p><b>5.7. Eliciting Life Story</b></p> <ul style="list-style-type: none"> <li>• Lifeline</li> <li>• Life story interview</li> <li>• Counterfactual thinking</li> <li>• Narrative frames</li> </ul>
<p><b>8.1. Revealing Sources of Influences</b></p> <ul style="list-style-type: none"> <li>• Identifying current influences</li> <li>• Identifying past and future influences</li> </ul>	<p><b>7.1. Downplaying Simultaneous Attraction for Multiple Options</b></p> <ul style="list-style-type: none"> <li>• Hummingbird's syndrome</li> <li>• Highlighting the fact</li> <li>• Notion of preference</li> </ul>
<p><b>8.2. Identifying Family Influences</b></p> <ul style="list-style-type: none"> <li>• Parents' occupations</li> <li>• Career genogram</li> </ul>	<p><b>7.2. Fostering Compromise Between Dreams and Reality</b></p> <ul style="list-style-type: none"> <li>• Guiding the discovery of constraints</li> <li>• Guiding the search for alternatives</li> </ul>

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<p>I would like to pursue a career in my leisure activities.</p>	<p>I feel like my career options are limited by the expectations of my family.</p>
<p>I am still unsure about making a career change.</p>	<p>I would like to reach a balance between the different spheres of my life.</p>
<p>I know I should think about a back-up plan, but that bothers me.</p>	<p>I feel like my career prospects are limited by constraints which are beyond my reach.</p>
<p>I am hesitating between several options, all of which have their advantages and disadvantages.</p>	<p>I haven't or can't master the social codes of my current or desired work context.</p>
<p>I have trouble weighing all the options available to me.</p>	<p>I have trouble getting my decisions heard and/or respected.</p>

<p><b>8.3. Eliciting Family Expectations</b></p> <ul style="list-style-type: none"> <li>• Perceived family expectations</li> <li>• Family therapy interview techniques</li> </ul>	<p><b>7.3. Fostering Compromise with Regards to Leisure</b></p> <ul style="list-style-type: none"> <li>• Reconciliation scenarios</li> <li>• Facilitating compromise</li> <li>• Boosting motivation</li> </ul>
<p><b>8.4. Reconciling the Spheres of Life</b></p> <ul style="list-style-type: none"> <li>• Life roles and subjective identity forms</li> <li>• Inventory of the use of time</li> <li>• Ideal arrangement of activities</li> </ul>	<p><b>7.4. Exploring Ambivalence Regarding Career Change</b></p> <ul style="list-style-type: none"> <li>• Decisional balance</li> <li>• Identifying skills, strengths, and values</li> <li>• Job crafting</li> <li>• Looking for alternatives</li> </ul>
<p><b>8.5. Addressing Structural Constraints</b></p> <ul style="list-style-type: none"> <li>• Work volition</li> <li>• Reminding the possibility of choice</li> <li>• Freedom and responsibility</li> </ul>	<p><b>7.5. Exploring Ambivalence Regarding the Development of a Back-Up Plan</b></p> <ul style="list-style-type: none"> <li>• Exploring reasons for not doing it</li> <li>• Amplifying importance and confidence</li> <li>• Developing a hypothetical scenario</li> </ul>
<p><b>8.6. Addressing Cultural Differences</b></p> <ul style="list-style-type: none"> <li>• Hofstede’s model</li> <li>• Cultural sensitivity</li> </ul>	<p><b>7.6. Exploring Ambivalence Between Several Options</b></p> <ul style="list-style-type: none"> <li>• Decisional balance</li> <li>• Four corners of the room</li> <li>• Drawing lots</li> </ul>
<p><b>8.7. Teaching Assertiveness</b></p> <ul style="list-style-type: none"> <li>• D.E.S.C. method</li> </ul>	<p><b>7.7. Exploring the Options / Sides of Ambivalence</b></p> <ul style="list-style-type: none"> <li>• Thinking hats</li> </ul>

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I expect my career choice to bring me more well-being and happiness.	I am afraid of failure; and/or I find it hard to recover from it.
I am tired of the ups and downs of my career.	I tend to run away from problems: I need effective strategies to deal with them.
I am going through a very stressful and/or unsettling period of transition.	I find it hard to see my career path as something exciting.
I find it difficult to plan: I constantly encounter unforeseen events.	The prestige of a career or training path is very important.

<p><b>9.5. Handling Failure</b></p> <ul style="list-style-type: none"> <li>• Downplaying failure</li> <li>• Valuing failure</li> <li>• Analyzing failure</li> </ul>	<p><b>9.1. Pursuing « Happiness »</b></p> <ul style="list-style-type: none"> <li>• Appraising well-being</li> </ul>
<p><b>9.6. Solving Problems</b></p> <ul style="list-style-type: none"> <li>• Avoidance</li> <li>• Cognitive reframing</li> <li>• Problem solving</li> <li>• Emotional intelligence</li> <li>• Developing an action plan</li> </ul>	<p><b>9.2. Acknowledging the Cycle of Change</b></p> <ul style="list-style-type: none"> <li>• Seasons' metaphor</li> </ul>
<p><b>9.7. Adopting a Spirit of Adventure</b></p> <ul style="list-style-type: none"> <li>• Game metaphor</li> </ul>	<p><b>9.3. Overcoming Transitions</b></p> <ul style="list-style-type: none"> <li>• Transitions' perception</li> <li>• Post-traumatic growth</li> <li>• Protective factors</li> <li>• 4S model</li> </ul>
<p><b>3.7. Questioning (Prestige) Career Stereotypes</b></p> <ul style="list-style-type: none"> <li>• Possible selves</li> <li>• Learning more</li> </ul>	<p><b>9.4. Planning for the Unexpected</b></p> <ul style="list-style-type: none"> <li>• Motivational approach</li> <li>• SMART+IES objectives</li> <li>• Luck readiness</li> </ul>