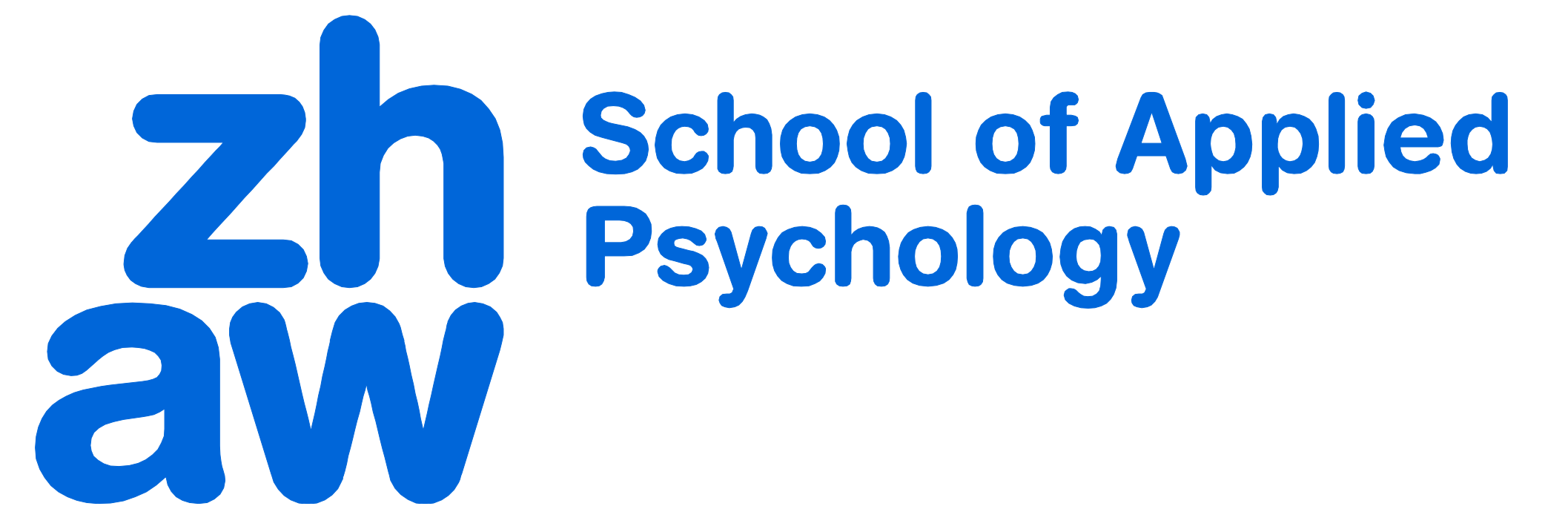




IAEVG conference  
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Prof. Dr. Marc Schreiber<sup>1</sup>  
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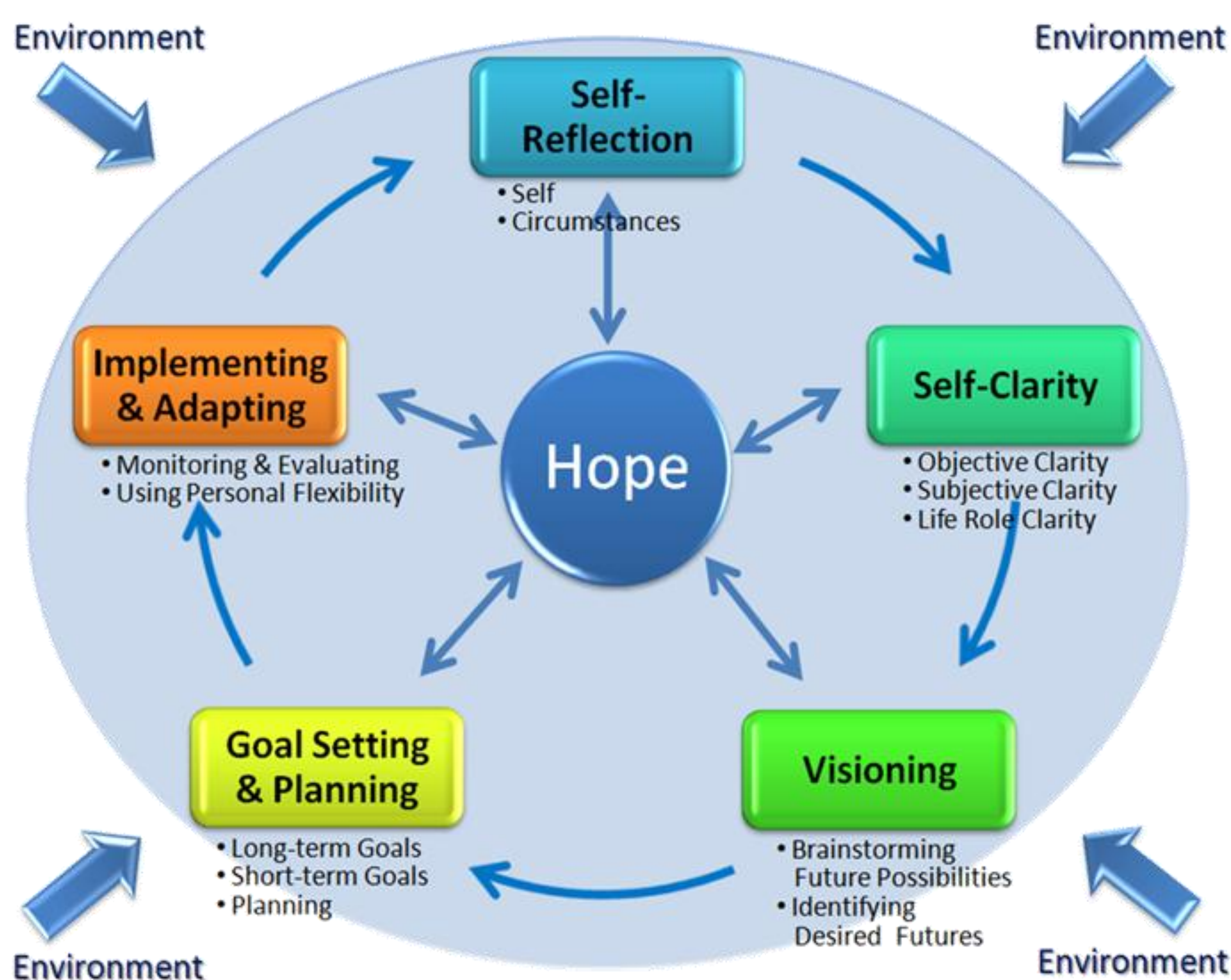
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# The German Version of the Hope-Centered Career Inventory

## Theory

The Hope-Centered Career Inventory (HCCI; Niles, Yoon, Balin, & Amundson, 2010) is a questionnaire, which is based on the Hope-Centered Model of Career Development (HCMCD; Niles, Amundson, & Neault, 2011). It measures seven important competencies for effective career self-management. These competencies are: 1) hope, 2) self-reflection, 3) self-clarity, 4) visioning, 5) goal setting and planning, 6) implementing and 7) adapting. As hope is essential for every process of the HCMCD, it represents the core element of the model. Being hopeful means having goals, knowing how to achieve those goals and believing to be able to reach those goals. Hope helps individuals to take action toward goals.



**Hope** indicates the degree of your hopefulness about your future

**Self-reflection** involves examining your thoughts, beliefs, behaviors, and circumstances

**Self-clarity** involves having a clear understanding about one's important self-characteristics (e.g., interests, values, skills, motivation, goals)

**Visioning** involves brainstorming future possibilities for your career and identifying your desired future outcomes

**Goal Setting and Planning** involves the process of crystallizing what you want to achieve and identifying specific steps to achieve the goals

**Implementing** involves taking action to achieve one's goals  
**Adapting** involves using new information about the self and/or the environment to adjust your goals and/or plans when necessary

## First results from the German version of the Hope-Centered Career Inventory

(based on an english-german-english translation – back - translation process involving different native speaking psychologists)

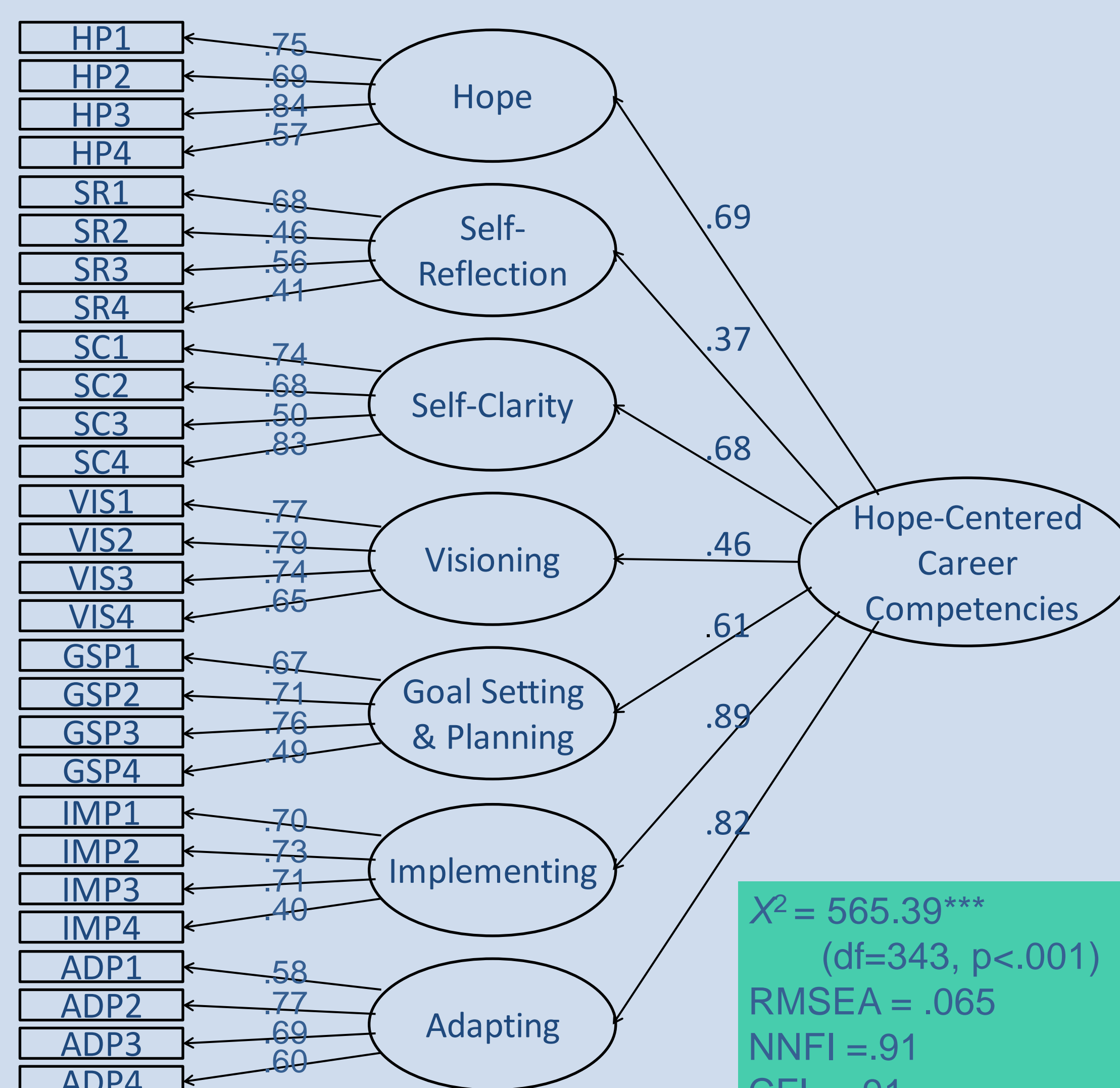
### Descriptive Statistics HCCI

Scale	N	Mean	SD
HCCI	116	3.08	.36
Hope	116	3.19	.57
Self_reflection	116	3.31	.47
Self_clarity	116	3.28	.57
Visioning	116	2.97	.67
Goal_setting	116	2.51	.62
Implementing	116	2.91	.56
Adapting	116	3.36	.46

### Reliabilities HCCI

Scale	No. of items	N	Cronbachs	
			Alpha	
HCCI	28	116	.88	
Hope	4	116	.80	
Self_reflection	4	116	.59	
Self_clarity	4	116	.77	
Visioning	4	116	.82	
Goal_setting	4	116	.75	
Implementing	4	116	.75	
Adapting	4	116	.75	

### Confirmatory Factor Analysis Result



N = 116 (male = 43, female= 73); Age = 38 (min.= 19, max.= 62, SD= 10.15)

## Discussion

- The internal consistency of the total scale of the HCCI is good (.88).
- In general, the reliability coefficients of HCCI subscales were .75 or above (adequate reliability), except for the self-reflection scale (.59).
- The seven factor HCCI is a good fitting model considering fit indices.
- Overall, the initial reliability and validity of the German version HCCI seems to be adequate.
- More data need to be collected in order to establish norm scores and to further validate the scale.

## References

- Niles, S. G., Amundson, N. E., & Neault, R. (2011). *Career flow: A hope-centered approach to career development*. Boston, MA: Pearson.
- Niles, S. G., Yoon, H. J., Balin, E., & Amundson, N. (2010). Using a hope-centered model of career development in challenging times. *Turkish Psychological Counseling and Guidance Journal*, 34, 101–109.