

## INTRODUCTION

**Regret:** Regret is defined as “a more or less painful judgement and state of feeling sorry for misfortunes, limitations, losses, shortcomings, transgressions, or mistakes” (Landman, 1993; p.4)

**Career regret:** Regret experienced due to career (both work and educational) decisions

**Theory:**

- Social Cognitive Career Theory (Lent, Brown, & Hackett, 1994)
- Social Cognitive Career Theory, satisfaction model (Lent & Brown, 2006; 2008)

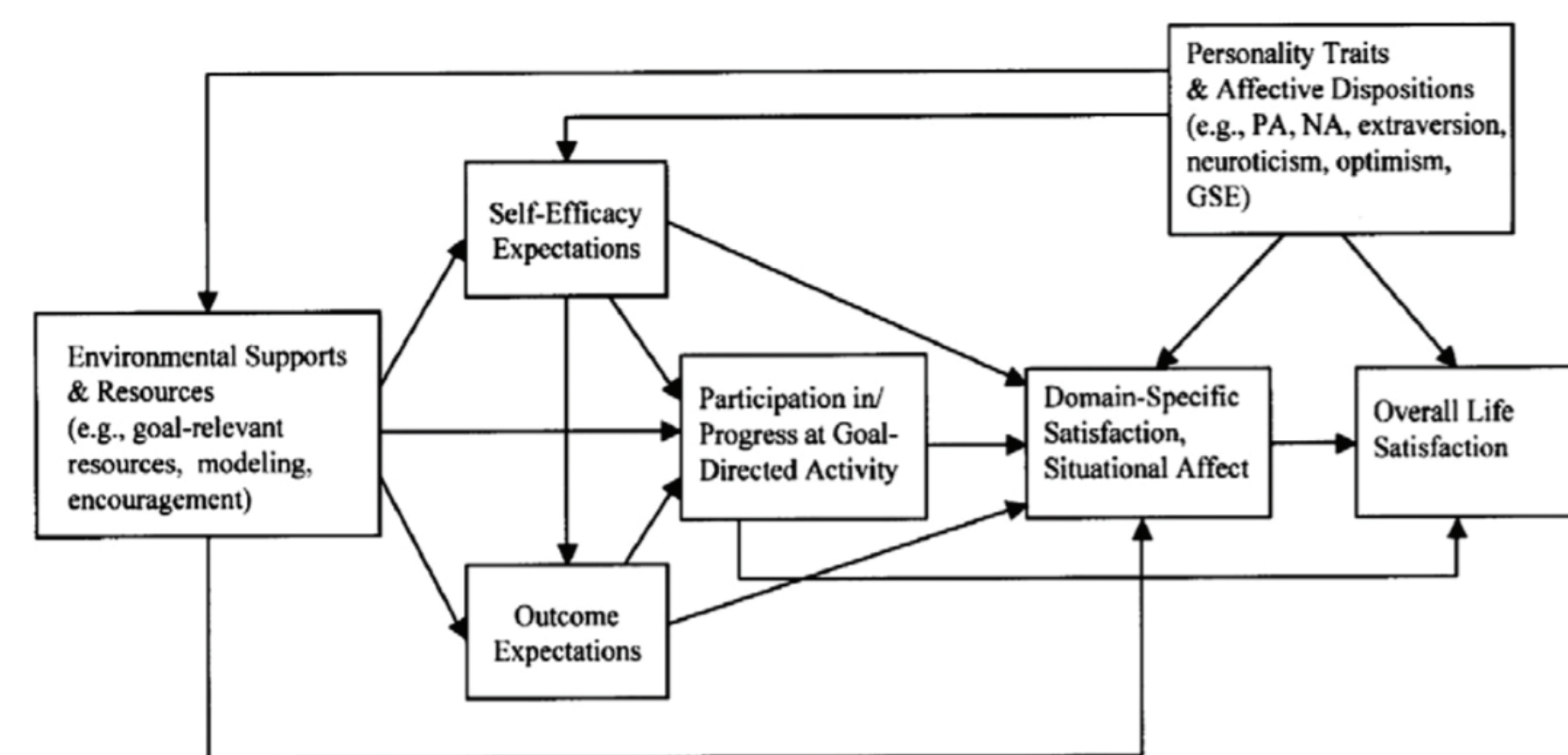


Fig. 1. Social cognitive model of normative well-being. From Lent, R. W. (2004). Toward a unifying theoretical and practical perspective on well-being and psychosocial adjustment. *Journal of Counseling Psychology*, 51 (4), 482-509.

## OBJECTIVES

**Research Question:**

How does career self-efficacy affect career regret?

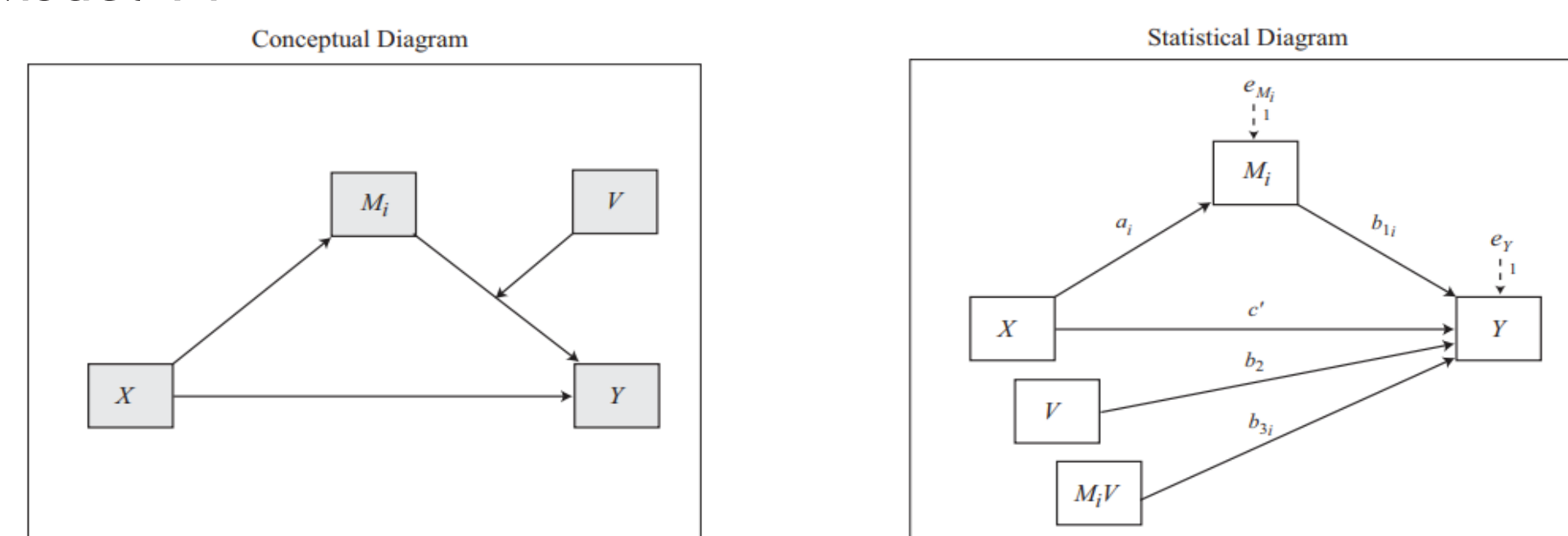
**Hypothesis 1:** Career self efficacy and career regret will be negatively associated.

**Hypothesis 2:** Outcome expectancies will mediate the relationship between career self-efficacy and career regret.

**Hypothesis 3:** Self concept clarity will moderate the relationship between outcome expectations and career regret such that at higher levels of self concept clarity, the relationship between outcome expectations and career regret will be weaker.

## ANALYTICAL APPROACH

Process Macro, version 3 (Hayes, 2018)  
Regression based moderated mediation model  
Model 14

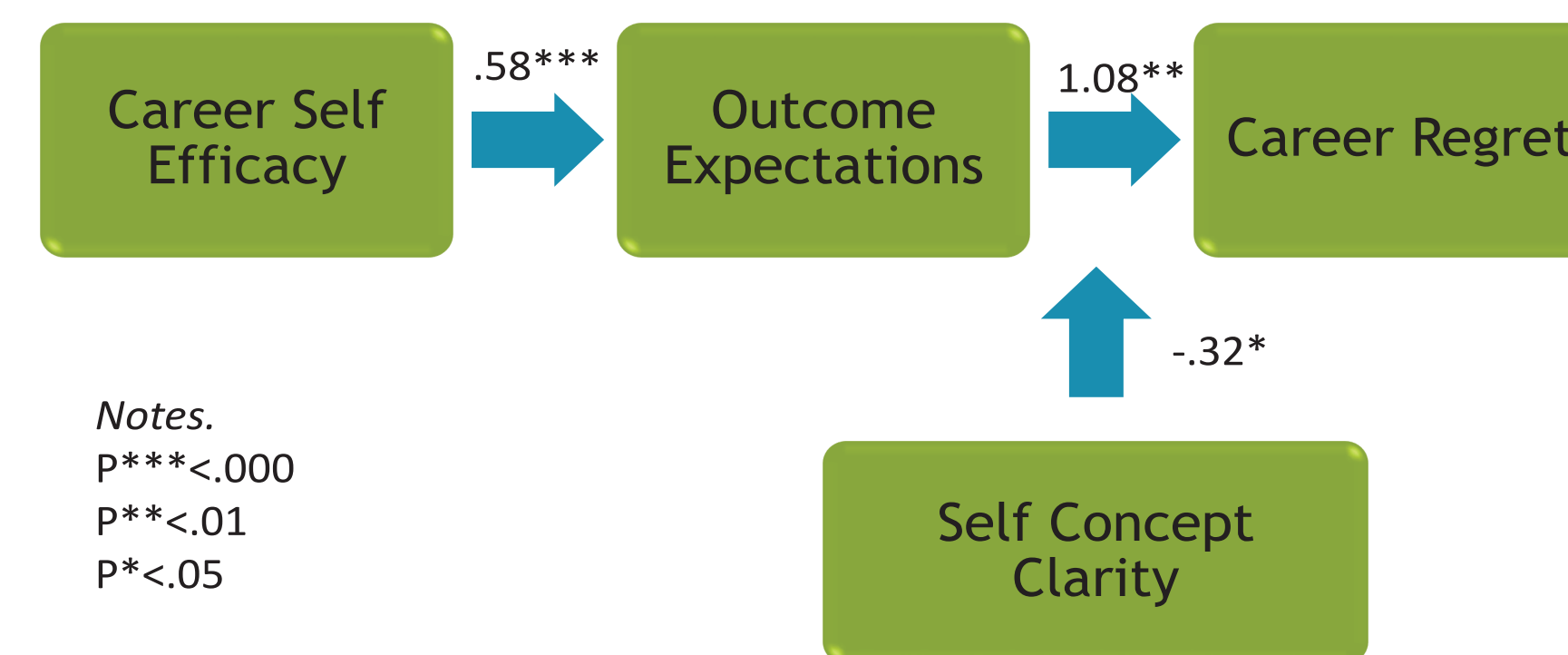


## RESULTS

Table 1: Means, Standard Deviations, and Inter-correlations

	Mean	SD	1	2	3	4	5	6
1- Age	20.33	1.4	1					
2- Sex			.16*	1				
3- Self Efficacy	3.80	.82	-.15*	.04	1			
4- Outcome Expectations	3.97	.56	-.14	-.05	.59**	1		
5- Self Concept Clarity	3.73	.60	-.03	.18*	.41**	.27**	1	
6- Regret	3.06	.60	.17*	-.02	.00	-.15	-.23**	1

p\* < .05, p\*\* < .00



Notes.  
p\*\*\* < .000  
p\*\* < .01  
p\* < .05

Outcome expectations → Career Regret

Self-Concept Clarity	B	t	p
Low	.07	.83	Ns
Medium	-.11	-1.76	Ns
High	-.33	-3.84	.000

## METHODS

**Participants:**

- N = 180 university students from Turkey,
- M<sub>Age</sub> = 20.3 years, SD = 1.4, Range = 18 - 28
- Female = 66 %, Male = 34 %

**Measures:**

- Career self-efficacy (Rigotti, Schyns, & Mohr, 2008)
- Outcome expectations (Bieschke, 2000)
- Self concept clarity (Campbell et al., 1996)
- Career regret (Tosti-Kharas, Wrzesniewski, Tschopp, & Landman, J., under preparation)

**Control Variables:**

- Age
- Sex
- Negative Affect (Ormell, 1983)

School	Percentage
Business School	76 %
School of Engineering	14 %
School of Social Sciences and Humanities	8 %
School of Sciences	2 %

## CONCLUSIONS

- Hypothesis 1 was not supported. Hypotheses 2 and 3 were supported.
- Participants with higher levels of career self-efficacy have higher expectations from their careers after graduation.
- Students with higher expectations from their careers are more likely to experience regret.
- When students have a very clear idea about who they are, the relationship between their outcome expectations and career regret becomes non-significant.

**Theoretical Implications**

- An extension of Social-Cognitive Career Theory, Satisfaction Model.
- (To my best knowledge) first study that tests predictors of career regret.

**Practical Implications**

- Career counsellors can be aware of a possible negative consequence of high levels of career self-efficacy and outcome expectations.
- They can work on clarifying their clients' self concept.

## REFERENCES

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