

Chapter #11

VOCATIONAL IDENTITY IN THE CONTEXT OF VALUES AND CAREER MOTIVATION

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ABSTRACT

Vocational Identity is one of the core components of identity construction in adolescence. The suitability of using the Vocational Status Assessment for population of Slovak adolescents was explored via comparing results of the cluster analysis conducted on American students. Our chapter describes relations among Vocational Identity, career motivational orientation and values, and explores their contribution to clarifying each other. The research was conducted on 136 grammar school students. The sample was composed of 50% men and 50% women with a mean age of 17.7 years ($SD = .64$). The results show that the structure of six types of Vocational Identity is highly similar to the original American sample. The second part of the study shows statistically significant positive correlations between career motivational orientation and the dimension of the Vocational Identity – Career Commitment and negative significant correlations between the dimension of the Vocational Identity – Career Reconsideration and career motivational orientation. The results show statistically significant differences in the level of Intrinsic and Extrinsic Career Motivation and in the level of Achievement value and value of Hedonism among six Vocational Identity statuses. Applying the Vocational Identity Status Assessment as a useful tool for determining Vocational Identity status of Slovak adolescents is recommended.

Keywords: vocational identity, career motivation, values, Slovak high school students, type of vocational identity status.

1. INTRODUCTION

Career counseling for high school students is important not only for choice of further education, but also for successful school-to-work transition. (Beková, 2015; Bandura, 1997). Career counseling process with high school students mostly contains diagnostics of abilities, personality and interests (Ihnacík, 2007). In Slovakia it is not usual to deal with such psychological constructs as Vocational Identity, career motivation and values, which according to many holistic theories represent the key construct in the process of career counseling (Parsons, In Sharf, 2009; Bengts & Finsén, 1994; Buddeberg-Fischer, Klaghofer, Buddeberg and Abel, 2008; Barbuto & Sholl, 1998). The basic character of the mentioned constructs is connected with successful process in career counseling.

Studying relations among these constructs will help consultants to conduct more effective career counseling interventions at high schools. According to this fact, we explore values and career motivation in the context of Vocational Identity.

2. BACKGROUND

Vocational Identity is a term which is new in both research and practice in Slovakia. The construct evolved from the concept of ego identity. The newest model of Vocational Identity (Porfeli, Lee, Vondracek, & Weigold, 2011) consists of three dimensions: Career Commitment (factor of Career Commitment and factor of Identification to Career Commitment), Career Exploration (factor of In-Breadth Exploration and factor of In-Depth Exploration) and Career Reconsideration (factor of Career Self-Doubt and factor of Career Flexibility). Mature Career Identity is the sign of a good health (Malanchuk, Messersmith &, Eccles, 2010). The six types of the Vocational Identity statuses can be distinguished.

People typically start in the Diffused status and move toward the other statuses during the periods spanning childhood and adulthood. The Achieved status is the most advanced and preferred identity status. It describes people who are committed to roles that they have explored. The Moratorium status is a transitory status that most often leads to increased commitment and to the Achieved status. The Foreclosed status is not preferred in most circumstances as it assumes commitment, often sourcing from external sources (for example the wish of family members), in the absence of adequate exploration. The Searching Moratorium status is a combination of higher commitment and exploration and elevated reconsideration. The Undifferentiated status is similar to the Achieved status, but not as adaptive as the Achieved status (Porfeli et al., 2011).

Values and career motivation are the key constructs in the process of career counseling according to many holistic theories (Parsons, In Sharf, 2009; Bengts & Finsén, 1994; Buddeberg-Fischer et al., 2008; Barbuto & Sholl, 1998). In our chapter, relations between the mentioned psychological constructs and the Vocational Identity will be studied. It is not usual to diagnose a value type and a value orientation of students (Ihnacík, 2007). Despite this fact, according to many authors of basic theories in the area of career counseling, values represent the base connected to all career choices in one's life (Parsons, In Sharf, 2009; Bengts & Finsén, 1994). Exploring career motivation in the career counseling process is mostly rare in Slovakia. But as in case of value orientation, many foreign authors consider career motivation an important concept in the career counseling process (Buddeberg-Fischer et al., 2008; Barbuto & Sholl, 1998).

3. RESEARCH PROBLEM AND OBJECTIVES

We introduce the concept of Vocational Identity to the Slovak research context by identifying the structure of the Vocational Identity statuses in the population of Slovak high school students and by verifying the original US typology of Vocational Identity on Slovak grammar school population. In the second phase of the study values and career motivational orientation and their relationship to Vocational Identity will be studied. The main questions are whether a type of career motivation and a value preference relate to a type of Vocational Identity; how they relate to one another; how career motivation and values clarify the Vocational Identity of Slovak adolescents.

3.1. Research questions and hypotheses

According to the main aim of the study, following research questions and hypotheses are postulated. First, the structure of the Vocational Identity Status Assessment will be identified and the percentage representation of the types of Vocational Identity statuses in Slovak high school students sample in comparison to original US sample will be identified. We ask about the structure of types of the Vocational Identity statuses compared to the original US sample (Q1) and about the percentage representation of the Vocational Identity statuses compared to the original US sample (Q2).

Second, in case of the structure similarity of Vocational Identity statuses of our and the US original sample will be found, differences between the specific Vocational Identity statuses according to a type of career motivation and a value preference will be studied. Our hypotheses will be focused on the Intrinsic and Extrinsic Motivation subscales as the main characteristic of career motivation linked to career and academic success (Domene, Socholutiuk &, Woitowitz, 2011). We hypothesize significant differences in Intrinsic Career Motivation according to a type of Vocational Identity status (H1); significant differences in Extrinsic Career Motivation according to a type of Vocational Identity status (H2) and significant differences in the value preference according to a type of Vocational Identity status (H3).

Questions 3-5 are related to connections among career motivation, value types and Vocational Identity. Value structure is formed in childhood (Cieciuch, Davidov, & Algesheimer, 2015) before forming Vocational Identity. The concept of motivational structure is also present in childhood (Carlton & Winsler, 1998). The Vocational Identity is formed later, when career begins to be important. Because of the mentioned facts for Question 5 the predictors - career motivation and value types and the Vocational Identity as a criterion were determined. We ask about relationship between Intrinsic/Extrinsic Career Motivation and factors of the Vocational Identity (Q3); relationship between Intrinsic/Extrinsic Career Motivation and a value preference (Q4); value types and types of career motivation as predictors of Vocational Identity (Q5).

4. METHODS

4.1. Participants

The sample was composed of 136 high school students of standard type of grammar school in Nitra, Slovakia. The students have attended the 2th and 3th grade. The sample was composed of 50% men and 50% women with a mean age of 17.7 years ($SD = .64$). In the first stage of the study the procedure according to Porfeli (2011) was applied.

The sample was chosen according to similarity to Porfeli's (2011) sample. The original US sample was represented by American high school and university students. The students were randomly sampled from a mix of seven suburban and urban high schools. The number of participants was bigger - 432, 74.6% women. Average age of participants was lower - 16.5 years, $SD = .99$ (Porfeli et al., 2011).

4.2. Measures

The Vocational Identity Status Assessment (VISA) (Porfeli, 2011) can distinguish six types of Vocational Identity status based on Cluster analysis – the Achieved identity status, the Moratorium status, the Searching Moratorium status, the Foreclosed identity status, the Diffused status and the Undifferentiated identity status. (Porfeli et al. 2011)

The VISA was translated into Slovak in three phases by four translators. The number of items was maintained. Several items were modified according to cultural differences. The psychometric characteristics of the questionnaire were identified out on 293 participants. The internal consistency of the scales was sufficient ($\alpha = .67$ to $.83$). The construct validity of the scales was investigated by confirmatory factor analysis and correlations with related constructs as career motivation, self-efficacy and emotional stability. The statistically significant correlations were found. The results declare sufficient psychometric characteristics of the questionnaire.

The Career Motivation Questionnaire (Abele, Hausmann, & Weich, 1994) consists of three subscales – the Intrinsic, Extrinsic and Extraprofessional Career Motivation subscale. The Intrinsic Motivation subscale assesses inner drive to career, the Extrinsic Motivation subscale measures external sources of motivation and the scale of the Extraprofessional Motivation characterizes prioritizing family, convenient working hours and job security. Validity and reliability of Slovak translation of the questionnaire, after the modification of number of items is sufficient. The internal consistency of subscales was sufficient ($\alpha = .64$ to $.80$) (Baňasová & Sollár, 2015).

The Portrait Values Questionnaire (Schwartz, 2001) measures individual value structure and contains short statements about different people. It assesses Power, Achievement, Hedonism, Stimulation, Self-direction, Universalism, Benevolence, Tradition, Security and Conformity as value types. The questionnaire measures Openness to change, Conservation, Self-enhancement and Self-transcendence. The standardization and validation of the questionnaire was a part of the European research. Good psychometric qualities were found (Reháková, 2006).

4.3. Procedure

The data were collected in September 2014. The collection of the data was also a part of the introduction of new career counseling intervention program and served also for assessing the effect size of the program and validating selected psychometric qualities of the measurement tools.

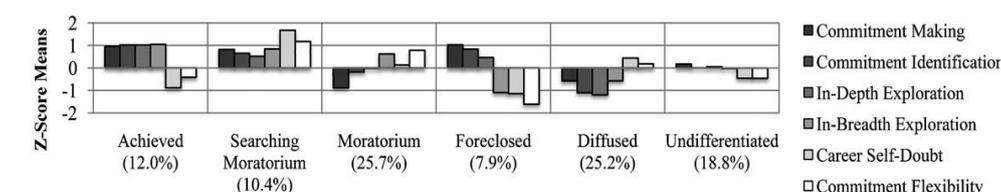
The US and Slovak percentage representation of the types of the Vocational Identity statuses will be compared and the measurement equivalence in the two samples can be evaluated as in the study of Carr et al. (2014).

Porfeli suggested using K-means cluster analysis as a procedure (Faber, 1994) for clustering students into six types of Vocational Identity statuses mentioned above. In the comparative and correlative part of the research Pearson's correlation coefficient, nonparametric Kruskal-Wallis test and Mann-Whitney test were used. For Q5 the multiple regressions were used. For the best regression model the Stepwise method was applied.

5. RESULTS

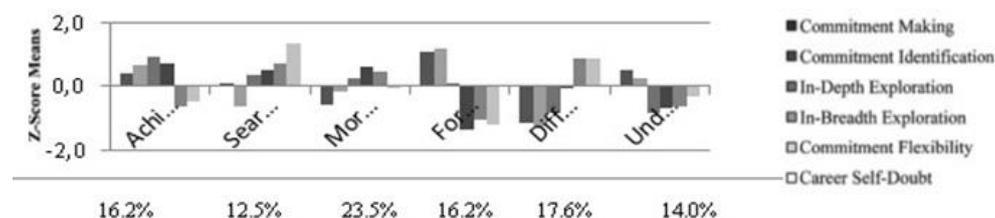
5.1. The structure and percentage representation of types of the Vocational Identity statuses

Figure 1. Cluster analysis of the Vocational Identity Status Assessment (the original US sample, Porfeli, 2011).



Legend: Achieved – the Achieved status, Searching Moratorium – the Searching Moratorium status, Moratorium – the Moratorium status, Foreclosed – the Foreclosed status, Diffused – the Diffused status, Undifferentiated – the Undifferentiated status.

Figure 2. Cluster analysis of the Vocational Identity Status Assessment (the Slovak sample).



Legend: Achi. – Achieved identity, Sear. – Searching Moratorium, Mor. – Moratorium, For. – Foreclosed identity, Diff. – Diffused identity, Und. – Undifferentiated identity.

The results showed that the structure of the six types of the Vocational Identity statuses in both samples is highly similar (Figure 1, Figure 2). Differences in the structure were not significant and substantial, but they are briefly described.

Subtle differences in the structure of the statuses occurred in the status of Searching Moratorium, Undifferentiated and Moratorium status. There are differences higher than one standard deviation in the cluster structure in comparison to the original US sample (Figure 1, Figure 2).

The results showed the difference in the factor of Identification to Career Commitment in the Searching Moratorium status structure, where the Slovak sample scored lower than the US sample, where the value of Identification to Career Commitment factor in the Searching Moratorium had the z-score means in the positive part of the axis. There is the difference in the cluster of the Moratorium status in the factor of the In-Depth Exploration, with higher value in Slovak sample. There is also a difference in the Career Self-Doubt factor (the lower value was found in the Slovak sample). The structure of clusters differed also in the Undifferentiated status, especially in the factor of the In-Depth Exploration (the lower value in the Slovak sample) (Figure 1, Figure 2).

The highest percentage was found in the Moratorium status in both samples. The second highest percentage representation in both samples occurred in the Diffused status, the Undifferentiated status and the Searching Moratorium status. The statuses with the lowest percentage representation in the Slovak sample are the Searching Moratorium status and the Undifferentiated status (Figure 1 and Figure 2).

5.2. Differences in the types of the career motivation and value preference according to type of Vocational Identity status

Table 1. Differences in motivational and value structure according to type of the Vocational Identity status.

| Variable | VIS | Mdn | H | df | p | η^2 | |
|----------|-----|-----|--------|----|-------|----------|-----|
| ICM | A | 44 | 29.289 | 5 | <.001 | .22 | |
| | SM | 46 | | | | | |
| | M | 44 | | | | | |
| | F | 49 | | | | | |
| | D | 40 | | | | | |
| U | 45 | | | | | | |
| ECM | A | 41 | 12.793 | | | .025 | .09 |
| | SM | 38 | | | | | |
| | M | 40 | | | | | |
| | F | 41 | | | | | |
| | D | 36 | | | | | |
| U | 37 | | | | | | |
| TRAD | A | 6 | 4.402 | | | .493 | .03 |
| | SM | 6 | | | | | |
| | M | 6 | | | | | |
| | F | 6 | | | | | |
| | D | 7 | | | | | |
| U | 7 | | | | | | |
| STIMUL | A | 9 | 5.908 | | | .315 | .04 |
| | SM | 9 | | | | | |
| | M | 8 | | | | | |
| | F | 8 | | | | | |
| | D | 8 | | | | | |
| U | 9 | | | | | | |
| SEC | A | 9 | 6.852 | | | .232 | .05 |
| | SM | 9 | | | | | |
| | M | 10 | | | | | |
| | F | 9 | | | | | |
| | D | 9 | | | | | |
| U | 8 | | | | | | |

Table 1. Differences in motivational and value structure according to type of the Vocational Identity status. (cont.)

| Variable | VIS | Mdn | H | df | p | η^2 |
|---------------|-----|------|--------|----|-------------|------------|
| POW | A | 9 | 8.321 | 5 | .139 | .06 |
| | SM | 8 | | | | |
| | M | 7 | | | | |
| | F | 8 | | | | |
| | D | 7 | | | | |
| | U | 9 | | | | |
| S-D | A | 10 | 9.242 | | .100 | .07 |
| | SM | 10 | | | | |
| | M | 10 | | | | |
| | F | 9.5 | | | | |
| | D | 8 | | | | |
| | U | 10 | | | | |
| UNI | A | 11.5 | 5.214 | | .390 | .04 |
| | SM | 12 | | | | |
| | M | 13 | | | | |
| | F | 10.5 | | | | |
| | D | 12 | | | | |
| | U | 12 | | | | |
| ACHIEV | A | 10.5 | 15.610 | | .008 | .12 |
| | SM | 10 | | | | |
| | M | 10 | | | | |
| | F | 10.5 | | | | |
| | D | 8 | | | | |
| | U | 9 | | | | |
| CONF | A | 8 | 6.472 | | .263 | .05 |
| | SM | 8 | | | | |
| | M | 6 | | | | |
| | F | 7.5 | | | | |
| | D | 6.5 | | | | |
| | U | 7 | | | | |
| HED | A | 10 | 11.830 | | .037 | .07 |
| | SM | 10 | | | | |
| | M | 9 | | | | |
| | F | 7 | | | | |
| | D | 9 | | | | |
| | U | 10 | | | | |

Legend: VIS – Vocational Identity status, df – Degrees of freedom, H – Kruskal-Wallis test, p – Statistical Significance, η^2 –Effect size, ICM – Intrinsic Career Motivation, ECM –Extrinsic Career Motivation, TRAD – Tradition, STIMUL – Stimulation, SEC – Security, BENEV– Benevolence, POW – Power, S-D – Self-Direction, UNI – Universalism, ACHIEV – Achievement, CONFOR – Conformity, HED – Hedonism, A – the Achieved status, SM – the Searching Moratorium status, M – the Moratorium status, F – the Foreclosed status, D – the Diffused status, U – the Undifferentiated status

Statistically significant differences were found among groups in the Intrinsic Career Motivation subscale (with large effect size, $\eta^2 = .22$), Extrinsic Career Motivation, Achievement and Hedonism value (with medium magnitude of effect size, $.14 > \eta^2 > .01$).

The post hoc Mann-Whitney U test was conducted for each pair of groups in particular variables. Statistically significant differences in the Intrinsic Career Motivation subscale occurred among the following Vocational Identity statuses: the Foreclosed status and all other statuses while median of the Foreclosed status is higher, the Diffused status and all other statuses while median of the Diffused status is lower in all cases, ($p < .05$). The highest statistical significant differences (with mediate magnitude of effect size, $.05 > \eta > .03$) in pairs of groups occurred among the Foreclosed and the Diffused, the Foreclosed status and status of Moratorium ($p < .01$) and the Undifferentiated and the Diffused status ($p = .01$).

The non-significant differences were found between the Vocational Identity statuses and the values of Tradition, Conformity, Universalism and Benevolence ($p > .05$), (Table 1). Another differences in case of each variable were non-significant ($p > .05$) and with low magnitude of effect size ($\eta < .03$) (Table 1).

5.3. The relationship among Intrinsic/Extrinsic Career Motivation and factors of the Vocational Identity

Table 2. Correlations between types of career motivation and factors of Vocational Identity status ($n = 136$).

| Factors of the Vocational Identity status | ICM r | ECM r |
|---|----------|----------|
| Career Commitment | .55** | .31** |
| Identification with Career Commitment | .43** | .27** |
| Career Flexibility | -.23** | -.32** |
| Career Self-Doubt | -.36** | -.33** |
| In-Breadth Exploration | -.15 | -.03 |
| In-Depth Exploration | .07 | .06 |

Legend: n – sample size, ** $p < .0$, ICM – Intrinsic Career Motivation, ECM – Extrinsic Career Motivation

The moderate significant positive correlation between Career Commitment factor and the Intrinsic Career Motivation subscale ($p < .01$) ($r^2 = .30$) was found. Smaller, also medium positive correlation between Intrinsic ($p < .01$) ($r^2 = .18$) and Extrinsic Career Motivation ($p < .01$) ($r^2 = .07$) and Identification with Career Commitment factor and between the Extrinsic Career Motivation subscale and Career Commitment factor ($p < .01$) ($r^2 = .10$) was found. In general, the relationship was found between the Intrinsic and Extrinsic Career Motivation subscales and dimension of Career Commitment consisted of factors of Career Commitment and Identification with Career Commitment.

Negative significant correlations with medium magnitude were found between Career Self-Doubt factor and the Intrinsic Career Motivation subscale ($p < .01$) ($r^2 = .13$) and Extrinsic Career Motivation subscale ($p < .01$) ($r^2 = .11$) and between Career Flexibility factor and the Extrinsic Career Motivation subscale ($p < .01$) ($r^2 = .10$). The small negative correlation was also found between Career Flexibility factor and the Intrinsic Career Motivation subscale ($p < .01$) ($r^2 = .05$). In general, the relation was found between the Intrinsic and Extrinsic Career Motivation subscales and dimension of Career Reconsideration consisted of factors of Career Self-Doubt and Career Flexibility.

Non-significant correlations were found between the dimension of Career Exploration (In-Breadth and In-Depth Exploration factors) and career motivational orientation ($p > .05$) (Table 2).

5.4. The relationship of Intrinsic/Extrinsic Career Motivation and value preference

Table 3. Correlations between value preference and career motivational orientation.

| Value | n | TRAD | STIM | SEC | BENEV | POW | S-D | UNI | ACHIEV | CONF | HED |
|-------|-----|----------|------|-------|-------|-------|-------|--------|--------|------|-----|
| ICM | 136 | r | | | | | | | | | |
| | | -.06 | .23* | -.18* | .17* | .18* | .32** | .01 | .34** | .03 | .05 |
| ECM | | -.16 | .05 | .14 | .05 | .33** | .12 | -.26** | .23** | -.01 | .05 |

Legend: ICM – Intrinsic Motivation, ECM – Extrinsic Motivation, n – sample size, TRAD – Tradition, STIM – Stimulation, SEC – Security, BENEV – Benevolence, POW – Power, S-D – Self-Determination, UNI – Universalism, ACHIEV – Achievement, CONFOR – Conformity, HED – Hedonism, ** $p < .01$, * $p < .05$

Statistically significant positive correlations with moderate strength were found between the Intrinsic Career Motivation subscale and Self-direction value ($p < .01$) ($r^2 = .10$) and Achievement value ($p < .01$) ($r^2 = .12$) and also between Extrinsic Career Motivation and Power value $r = .33$ ($p < .01$) ($r^2 = .11$).

Statistically significant, but small positive correlations were found between the Intrinsic Career Motivation subscale and Stimulation value ($p < .05$) ($r^2 = .06$), Benevolence value ($p < .05$) ($r^2 = .03$) and also between the Extrinsic Career Motivation subscale and Universalism ($p < .01$) ($r^2 = .07$) and Achievement value ($p < .01$) ($r^2 = .06$).

No statistically significant correlations were found between the Intrinsic Career Motivation and Tradition value, Universalism value, Conformity value and Hedonism value, $p > .05$. The statistically significant relations were not found between the Extrinsic Career Motivation subscale and Tradition value, Stimulation value, Security value, Self-direction value, Conformism value and Hedonism value, $p > .05$. In case of Hedonism value occurred higher Coefficient of determination ($r^2 = .27$, Table 3).

5.5. Value types and types of career motivation predicting Vocational Identity

Table 4. Three regression models for types of career motivation, value types and Vocational Identity as predictors and dimensions of the Vocational Identity as criterions (accepted models, $p < .05$).

| Predictor | R | R ² | B | β | t | p |
|--|------|----------------|-------|-------|--------|--------|
| <i>Career Commitment (F Total 58.99, p < .001)</i> | | | | | | |
| ICM | .553 | .306 | .614 | .553 | 7.68 | < .001 |
| <i>Career Reconsideration (F Total = 9.304, p < .001)</i> | | | | | | |
| ECM | .470 | .221 | -.267 | -.197 | -2.247 | .026 |
| ICM | | | -.241 | -.213 | -2.247 | .013 |
| POW | | | -.658 | -.223 | -2.657 | .009 |
| HED | | | .511 | .183 | 2.296 | .023 |
| <i>Career Exploration (F Total = 5.20, p = .02)</i> | | | | | | |
| HED | .193 | .037 | .469 | .193 | 2.279 | .024 |

Legend: ICM- Intrinsic Motivation, ECM - Extrinsic Motivation, POW - Power, HED - Hedonism

The Stepwise multiple linear regression analysis to predict dimensions of the Vocational Identity was used. As can be seen, in the case of Career Commitment as dependent variable, the first regression model with Intrinsic Career Motivation was statistically significant ($p < .05$) and accounted for approximately 30% of the variance of Career Commitment ($R^2 = .306$). Excluded variables in stepwise regression are – value types (Power, Achievement, Hedonism, Stimulation, Self-direction, Universalism, Benevolence, Tradition, Security and Conformity value), Extrinsic and Extraprofessional Career Motivation. In the second regression model Extrinsic Career Motivation, Intrinsic Career Motivation, Power value and Hedonism value statistically significantly predict Career Reconsideration ($p < .05$) and accounted for approximately 22% of the variance of Career Reconsideration ($R^2 = .221$). Excluded variables are Achievement, Stimulation, Self-direction, Universalism, Benevolence, Tradition, Security and Conformity value and Extraprofessional Career Motivation. The third regression model with Hedonism was statistically significant ($p < .05$) and accounted for approximately 4% of the variance of Career Exploration ($R^2 = .306$). Excluded variables are Power, Achievement, Stimulation, Self-direction, Universalism, Benevolence, Tradition, Security and Conformity value, Intrinsic, Extrinsic and Extraprofessional Career Motivation. (Table 4)

6. DISCUSSION

6.1. Structure and percentage representation of the Vocational Identity statuses in the compared samples

Structure of the Vocational Identity statuses in the US and Slovak samples are similar. Only subtle differences occurred in the Searching Moratorium, the Undifferentiated and the Moratorium status. These differences can be influenced by culture and differences in the system of career counseling at schools in both countries.

The main difference in percentage representation occurred in the higher percentage of the Foreclosed status in the Slovak sample. When compared to the Achieved status, which is characterized by lower in-breadth exploration, it shows the importance of counseling high school students to higher openness towards career possibilities and making career choices (Porfeli et al., 2011).

The Achieved status is associated with positive psychological adjustment (e.g. Balistreri, Busch-Rossnagel, & Geisinger, 1995; Chen, Sousa, & West, 2005; Marcia, 1993). Higher percentage representation in this status in the Slovak sample can be qualified as a positive result.

The highest percentage of the students in the Slovak and US sample occurred in the Moratorium and the Diffused statuses. This result points to the tendency for low career commitment and high career uncertainty in adolescents in general.

6.2. Differences between the Vocational Identity statuses according to career motivational orientation and value types

We found significant differences among the Foreclosed status in level of Intrinsic Career Motivation and other statuses. The Foreclosed status is characterized by high Career Commitment, but also less In-breadth Exploration. The statement – the Foreclosed status assumes commitment, often sourcing from external sources does not apply, because of high level of Intrinsic Career Motivation than other statuses. According to the results, lack of Intrinsic or Extrinsic Career Motivation could explain less integrated status of career

identity and reversely, more Intrinsic or Extrinsic Career Motivation can be connected with more integrated Vocational Identity status.

The Power value and Achievement value belong to values of Self-enhancement, which is based on values that emphasize pursuit of one's own interests (Schwartz, 2012). Students with the Diffused status have lower level of Achievement and Power values, students with the Achieved status have higher level of Self-enhancement value.

We found a significant difference between the Achieved status and the Diffused status in Self-direction. According to this result it can be considered that students with the Achieved status can be motivated by inner forces and their inner dynamic is manifested in creativity and focusing on goals (Schwartz, 2012). We found a significantly lower level of Self-direction of students with the Diffused status than in students in the Moratorium and Searching Moratorium. It again shows the Diffused status as the least mature status.

The Stimulation value is derived from the organismic need for variety (Schwartz, 2012). There is a significantly higher level of stimulation in students with the Achieved status than students with the Foreclosed status. It can be explained by the fact that students with the Foreclosed status do not explore career possibilities sufficiently in-breadth.

We found also a difference in Hedonism value among the Foreclosed status (with lowest median) and the Achieved status, the Searching Moratorium status, the Moratorium and the Undifferentiated status. The explanation could be the nature of the Foreclosed status is Career Commitment, but often sourcing from external sources (Porfeli et al., 2011). Hedonism values derive from organismic needs and from pleasure associated with satisfying them (Schwartz, 2012).

The difference in Security was found between students with the Moratorium and the Undifferentiated status. Higher level of Security value prevents adolescents in the Moratorium to make decisions about their next career. Low need for security of students with the Undifferentiated status can be manifested by not so high level of Career Commitment and insufficient exploration of career choices.

6.3. Relationships among career motivational orientation, dimensions of Vocational Identity and value preference

Extrinsic and Intrinsic Career Motivation contributes to the explanation of Career Commitment. According to the newest theories of motivation - combination of Extrinsic and Intrinsic Career Motivation is the most effective combination (Karageorghis & Terry, 2010). These types of motivation also clarify the dimension of Career Reconsideration.

Relations found between Intrinsic Career Motivation and value of Self-direction and Achievement can describe an individual, who is motivated by inner forces and his/her inner dynamic manifests in creation (as Schwartz, 2012 characterized Self-direction) and focusing on success.

Extrinsic Career Motivation is connected with value of Power. According to Domene, Socholutiuk and Weitowitz (2011), students with high level of Extrinsic Career Motivation fulfill the academic duties, because of holding values of society. And holding values of society is the nature of value of Power (Schwarz, 2012).

According to our results, Intrinsic Career Motivation is the main predictor of the Career Commitment. The explained variance of the model is approximately 30%. It seems that, Intrinsic Career Motivation is one of the main indicators of commitment to career, which leads to mature Vocational Identity (Porfeli et al., 2011). Intrinsic and Extrinsic Career motivation and value of Power and Hedonism are predictors of Career Reconsideration. While value of Hedonism is in positive relation to the Career

Reconsideration, Extrinsic and Intrinsic Career Motivation and value of Power are in the negative relation to Career Reconsideration. The explained variance of the model is approximately 22%. The motivational structure demonstrates its importance in the context of Vocational Identity once again. Power is the value of Self-enhancement, which can lead to more self-confidence and it is the nature of lower Career Reconsideration (Porfeli et al., 2011). Value of Hedonism derives from organismic needs and sensuous gratification (Schwartz, 2012). The higher degree of Hedonism predicts higher Career Reconsideration, which is based on dissatisfaction and inner conflicts and students with higher level of Hedonism value can be sensitive to these conflicts. Higher degree of Hedonism predicts higher career exploration. These two phenomena can be connected with sensuous gratification.

The relationship found among career motivation, values and Vocational Identity helped to clarify the constructs in the Slovak context and support the importance of their further study.

7. RECOMMENDATIONS FOR THE FUTURE RESEARCH

The limits of the study are considered. Bigger sample in each group of Vocational Identity status in further research can be recommended. Our research sample size was not as large as in Porfeli's study (2011). Statistically significant, yet smaller positive correlations and predictive models can serve as an inspiration for future research and verification of the relationships found in our study.

Applying the Vocational Identity Status Assessment for both – research and practical purposes in the area of career counseling can be recommended. For next application mentioned results should be taken into consideration. The pilot character of the study should lead to next research activities in the area of career counseling, not only in field of theoretical background, but also in the field of requirements of Slovak career counselors.

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