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Title: The Role of Personality and Work Values in Predicting Career Choice

Bachelor of Psychology with Honours

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It has been established that personality traits and work values play an influential role in the career choice process. However, to date, these two individual difference factors have rarely been studied simultaneously. The aim of the present study was to address this gap in the literature by investigating how these variables interact. It was hypothesised that work values would mediate five specific positive relationships between personality and career choice. Two hundred and forty one participants completed the Personality-related Position Requirements Form (PPRF), the 50-item Set International Personality Item Pool (IPIP) Big-Five Factor Markers scale, and a measure of work values. Of the twelve mediation analyses conducted, results revealed two full mediation effects and seven partial mediation effects. All hypotheses were supported, as each relationship between personality and career choice was found to be at least partially mediated by a work values factor. Limitations concerning the scope of the investigation, the sample of participants and the method used are acknowledged. Nevertheless, the findings contribute to the empirical literature and theory surrounding career choice by shedding light on the interactions between individual difference factors in this context. Furthermore, this research may assist in building a better understanding of the career choice process, which has implications for both individuals and organizations. As this study is the first of its kind, further research is required to confirm and extend these findings.