Appendix

Table A1
Results of bivariate relationships between career exploration and demographic variables

Demographic variable	Career exploration dimension	k	N	r	r_c	SD_c	95% CI	80% CR	$cor(r, a)$
Age	Career exploration	27	6,022	.05	.06	0.09	.02, .09	-.01, .12	.82
	Env. exploration	14	2,304	.02	.02	0.12	-.05, .09	-.09, .13	.73
	Self-exploration	14	2,304	.08	.09	0.09	.04, .14	.05, .13	.95
Gender	Career exploration	19	4,120	.00	.00	0.05	-.03, .02	.00, .00	1.00
	Env. exploration	10	1,878	-.02	-.02	0.07	-.07, .02	-.02, -.02	1.00
	Self-exploration	10	1,878	.00	.00	0.07	-.05, .05	.00, .00	1.00
Socioeconomic status	Career exploration	8	2,299	.03	.03	0.12	-.05, .11	-.10, .16	.53
	Env. exploration	3	691	-.05	-.06	0.01	-.07, -.04	-.06, -.06	1.00
	Self-exploration	3	691	-.05	-.06	0.09	-.28, .16	-.16, .05	.80

Note. Age = chronological age in years; k = number of independent samples; N = cumulative sample size; r = sample size-weighted correlation; r_c = sample size-weighted and reliability-corrected correlation; SD_c = standard deviation of r_c; CI = confidence interval for r_c; CR = credibility interval; $cor(r, a)$ = correlation between r and statistical artifacts.

Table A2

Results of a meta-analytic multivariate regression model with career exploration as outcome variable

Predictor	B	SE_B	t	p_B	Raw RW	RS RW	R^2	ΔR^2	$p_{\Delta R^2}$
CSE	0.36	0.02	15.19	<.001	0.15	50.767%	.224		
Career-exploratory goals	0.32	0.03	12.63	<.001	0.122	41.078%	.294	.070	<.001
Outcome expectations	-0.06	0.03	-2.25	.024	0.024	8.155%	0.296	.002	<.001

Note. CSE = self-efficacy for career exploration and decision-making; B = regression weight; SE_B = standard error of B; RW = relative weight; RS = rescaled.

Table A3

Results of categorical moderator analyses

Criterion variable	Moderator	k	N	r	r_c	95% CI	80% CR
Self-efficacy for career exploration and decision-making	All levels (no moderator)	33	8,936	.47	.52	.46, .59	.31, .74
	Publication status						
	Unpublished	10	2,765	.42	.47	.32, .61	.20, .73
	Published	23	6,171	.49	.55	.48, .62	.35, .75
	Exploration scale						
	Stumpf et al. (1983)[a]	29	7,046	.46	.51	.44, .58	.28, .74
	other exploration scale	4	1,890	.49	.56	.34, .79	.34, .79
Outcome expectations (OE) for career exploration	All levels (no moderator)	12	2,262	.26	.31	.21, .42	.12, .51
	Publication status						
	Unpublished[b]	2	250	.45	.56	-.11, 1.00	.56, .56
	Published	10	2,012	.24	.28	.18, .39	.11, .46
	Exploration scale						
	Stumpf et al. (1983)[a]	11	1,842	.27	.33	.21, .46	.11, .56
	Other exploration scale[b]	1	420	.22	.24	.14, .35	-
	Criterion subcategory						
	OE for env. exploration	8	1,244	.24	.28	.10, .46	.01, .56
	OE for self-exploration	6	926	.28	.35	.15, .56	.10, .61
	Overall OE	4	1,018	.25	.27	.09, .46	.11, .44
Career-exploratory goals	All levels (no moderator)	10	2,785	.37	.41	.30, .53	.20, .63
	Publication status						
	Unpublished	4	1,052	.31	.36	.00, .71	.01, .71
	Published	6	1,733	.40	.45	.31, .59	.27, .63
	Exploration scale						
	Stumpf et al. (1983)[a]	9	2,365	.36	.41	.27, .55	.17, .64
	Other exploration scale[b]	1	420	.42	.48	.39, .56	-
Career-related social support	All levels (no moderator)	11	4,548	.28	.33	.18, .48	.03, .62
	Publication status						
	Unpublished[b]	2	1,089	.11	.12	-.19, .43	.12, .12
	Published	9	3,459	.34	.39	.23, .56	.11, .68
	Exploration scale						
	Stumpf et al. (1983)[a]	8	3,025	.32	.37	.15, .59	.00, .73
	Other exploration scale	3	1,523	.21	.24	.15, .33	.24, .24
	Criterion subcategory						
	Family support	7	3,091	.23	.27	.09, .45	.00, .54
	Peer support	3	1,057	.37	.45	-.26, 1.00	-.08, .98
	Institutional support	3	790	.34	.41	-.09, .91	.05, .76
	Unspecific support	3	1,226	.07	.08	-.26, .41	-.15, .30
Career-related barriers	All levels (no moderator)	13	4,970	-.13	-.15	-.24, -.05	-.35, .06
	Publication status						
	Unpublished	4	1,072	.03	.04	-.07, .15	.04, .04

(continued)

Criterion variable	Moderator	k	N	r	r_c	95% CI	80% CR
	Published	9	3,898	-.17	-.19	-.30, -.08	-.37, -.01
	Exploration scale						
	Stumpf et al. (1983)[a]	11	3,699	-.12	-.14	-.25, -.03	-.35, .07
	Other exploration scale[b]	2	1,271	-.14	-.17	-1.00, 1.00	-.82, .49
	Criterion subcategory						
	Contextual barriers[b]	2	1,078	-.19	-.21	-1.00, .60	-.45, .03
	Social barriers	8	2,522	-.10	-.11	-.27, .04	-.36, .13
	Overall barriers	3	1,370	-.13	-.15	-.64, .34	-.50, .21
Career decidedness and decision-making difficulties (*reverse*)	All levels (no moderator)	23	10,922	.19	.22	.15, .29	.02, .43
	Publication status						
	Unpublished	4	1,526	.19	.21	-.07, .49	-.06, .48
	Published	19	9,396	.19	.22	.14, .30	.01, .44
	Exploration scale						
	Stumpf et al. (1983)[a]	16	5,453	.15	.17	.10, .25	-.01, .36
	Other exploration scale	7	5,469	.24	.27	.11, .43	.02, .51
	Criterion subcategory						
	Career decidedness	9	3,880	.29	.34	.20, .48	.09, .58
	Decision-making diff.	14	7,042	.14	.16	.09, .23	.02, .30
Decisional distress	All levels (no moderator)	32	11,400	-.08	-.09	-.16, -.02	-.34, .16
	Publication status						
	Unpublished	7	2,738	-.15	-.17	-.46, .12	-.61, .28
	Published	25	8,662	-.05	-.07	-.13, .00	-.26, .12
	Exploration scale						
	Stumpf et al. (1983)[a]	17	4,933	-.06	-.07	-.15, .02	-.27, .14
	Other exploration scale	15	6,467	-.09	-.11	-.24, .02	-.41, .19
	Criterion subcategory						
	Career self-doubt	14	6,046	-.12	-.16	-.28, -.03	-.44, .13
	Commitment anxiety	12	4,134	-.05	-.06	-.15, .03	-.24, .12
	Decision-making confusion[b]	2	290	-.30	-.34	-.34, -.33	-.34, -.34
	Decisional stress	6	1,220	.09	.10	-.10, .31	-.16, .36

Note. k = cumulative number of independent samples; N = cumulative sample size; r = sample size-weighted correlation; r_c = sample size-weighted and reliability-corrected correlation; CI = confidence interval for r_c; CR = credibility interval.

[a]Stumpf, S. A., Colarelli, S. M., & Hartman, K. (1983). Development of the career exploration survey (CES). Journal of Vocational Behavior, 22(2), 191–226.

[b]For the sake of completeness, all moderator levels were included; we interpret moderation effects only if moderator levels include $k \geq 3$ independent samples.

Table A4

Results of Wald-type pairwise comparisons for each level of categorical moderators

Criterion variable	F	r_{c1}	r_{c2}	Diff.	95% CI
Publication status: *Unpublished* (r_{c1}) compared to *published* (r_{c2})					
CSE	1.55	.47	.55	-.08	-.22, .05
Career-exploratory goals	0.63	.36	.45	-.09	-.34, .16
Career barriers	18.11	.04	-.19	.23	.11, .35
Career decidedness	0.03	.21	.22	-.01	-.19, .16
Decisional distress	0.76	-.17	-.07	-.10	-.33, .13
CE scale: *Stumpf* (r_{c1}) compared to *other* (r_{c2})					
CSE	0.53	.51	.56	-.05	-.19, .09
Career support	1.99	.37	.24	.13	-.08, .33
Career decidedness	1.73	.17	.27	-.09	-.24, .05
Decisional distress	0.42	-.07	-.11	.05	-.10, .19

Note. CSE = self-efficacy for career exploration and decision-making; r_{c1} and r_{c2} = sample size-weighted and reliability-corrected correlation for moderator category 1 and 2, respectively; Diff. = Mean difference, CI = confidence interval.

Table A5

Contrasts for the comparison of the relationship between career exploration and criteria variables for different criteria subcategories

Criterion variable	Subcategory 1	Subcategory 2	r_{c1}	r_{c2}	Diff.	95% CI
Outcome expectations (OE)	OE for env. exploration	Overall OE	.28	.27	.01	-.19, .20
	OE for env. exploration	OE for self-exploration	.28	.35	-.07	-.30, .15
	Overall OE	OE for self-exploration	.27	.35	-.08	-.28, .12
Career-related social support	Family support	Institutional support	.27	.41	-.14	-.41, .13
	Family support	Peer support	.27	.45	-.18	-.53, .17
	Family support	Unspecific support	.27	.08	.19	-.02, .41
	Institutional support	Peer support	.41	.45	-.04	-.50, .41
	Institutional support	Unspecific support	.41	.08	.33	.02, .65
	Peer support	Unspecific support	.45	.08	.38	-.04, .79
Career-related barriers	Overall barriers	Social barriers	-.15	-.11	-.03	-.28, .22
Career decidedness and decision-making difficulties (*reverse*)	Career decidedness	Decision-making difficulties (*reverse*)	.34	.16	.18	.04, .31
Decisional distress	Career self-doubt	Commitment anxiety	-.16	-.06	-.10	-.24, .05
	Career self-doubt	Decisional stress	-.16	.10	-.26	-.45, -.06
	Commitment anxiety	Decisional stress	-.06	.10	-.16	-.34, .02

Note. r_{c1} and r_{c2} = sample size-weighted and reliability-corrected correlation for subcategory 1 and 2, respectively; Diff. = Mean difference, CI = confidence interval.

Table A6

Results of meta-regressions

Criterion variable	Moderator	B	SE	p	95% CI
CSE	Age	0.034	0.02	.046	0.001, 0.067
	Percent female	0.000	<0.01	.900	-0.003, 0.003
	Individualism	-0.002	<0.01	.082	-0.003, 0.000
	Pub. year	0.006	<0.01	.201	-0.003, 0.015
Outcome expectations	Age	0.014	0.02	.486	-0.025, 0.054
	Percent female	-0.006	<0.01	.001	-0.009, -0.002
	Individualism	0.002	<0.01	.413	-0.003, 0.007
	Pub. year	-0.007	<0.01	.031	-0.014, -0.001
Career-exploratory goals	Age	-0.080	0.10	.428	-0.279, 0.118
	Percent female	-0.001	<0.01	.870	-0.011, 0.009
	Individualism	-0.003	<0.01	.266	-0.007, 0.002
	Pub. year	0.009	0.01	.474	-0.016, 0.034
Career support	Age	0.027	0.06	.663	-0.095, 0.150
	Percent female	0.002	0.01	.818	-0.012, 0.015
	Individualism	-0.003	<0.01	.282	-0.008, 0.002
	Pub. year	0.005	0.03	.862	-0.048, 0.057
Career barriers	Age	0.001	0.06	.986	-0.120, 0.122
	Percent female	0.004	<0.01	.199	-0.002, 0.010
	Individualism	0.004	<0.01	<.001	0.003, 0.005
	Pub. year	-0.014	0.01	.241	-0.037, 0.009
Career decidedness	Age	-0.005	0.02	.828	-0.054, 0.043
	Percent female	-0.011	<0.01	<.001	-0.016, -0.005
	Individualism	-0.003	<0.01	.012	-0.005, -0.001
	Pub. year	0.023	0.01	.033	0.002, 0.045
Decisional distress	Age	-0.005	0.02	.829	-0.046, 0.037
	Percent female	-0.001	<0.01	.585	-0.005, 0.003
	Individualism	-0.001	<0.01	.575	-0.003, 0.002
	Pub. year	-0.006	<0.01	.139	-0.015, 0.002

Note. CSE = self-efficacy for career exploration and decision-making; Age = chronological age in years; Pub. year = Publication year; B = regression estimate; SE = standard error; CI = confidence interval.

Table A7

Results of cumulative meta-anaylses for outcome expectations and neuroticism

Study added	k	N	r	r_c	SD_c	95% CI	80% CR
Outcome expectations							
17	1	420	.22	.24	-	.14, .35	-
14	2	744	.22	.25	<0.01	.21, .28	.25, .25
57	3	942	.18	.21	0.11	-.06, .48	.04, .38
49	4	1,127	.21	.25	0.15	.02, .48	.04, .46
1	5	1,307	.21	.25	0.13	.08, .41	.08, .42
83	6	1,469	.22	.26	0.13	.12, .40	.09, .43
129	7	1,625	.24	.28	0.15	.15, .42	.10, .46
82	8	1,781	.23	.27	0.15	.15, .40	.09, .45
9	9	1,935	.24	.29	0.16	.17, .41	.09, .48
93	10	2,065	.25	.30	0.16	.18, .41	.11, .49
88	11	2,168	.25	.30	0.16	.20, .40	.12, .48
128	12	2,262	.26	.31	0.17	.21, .42	.12, .51
Neuroticism							
15	1	264	-.18	-.23	-	-.37, -.08	-
19	2	486	-.17	-.21	0.03	-.44, .02	-.21, -.21
110	3	686	-.14	-.17	0.08	-.36, .02	-.17, -.17
113	4	872	-.10	-.13	0.11	-.31, .05	-.26, -.01
99	5	1,053	-.06	-.07	0.17	-.29, .14	-.30, .16
2	6	1,166	-.06	-.08	0.17	-.25, .09	-.28, .12

Note. k = cumulative number of independent samples; N = cumulative sample size; r = sample size-weighted correlation; r_c = sample size-weighted and reliability-corrected correlation; SD_c= standard deviation of r_c; CI = confidence interval for r_c; CR = credibility interval.

Figure A1

Results of cumulative meta-analyses, with dots indicating sample size-weighted and reliability-corrected correlations (r_c), intervals marked by vertical lines indicating 95% confidence intervals of r_c, and intervals marked by horizontal lines indicating 80% credibility intervals of r_c for each cumulative meta-analysis
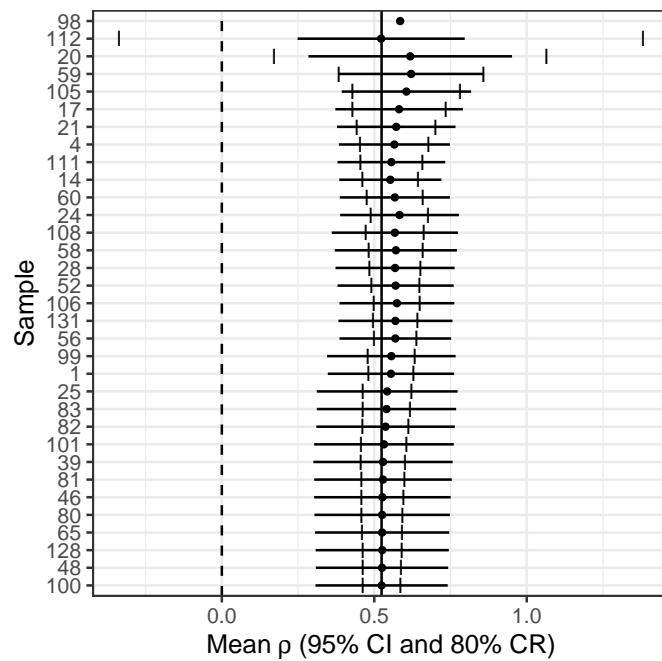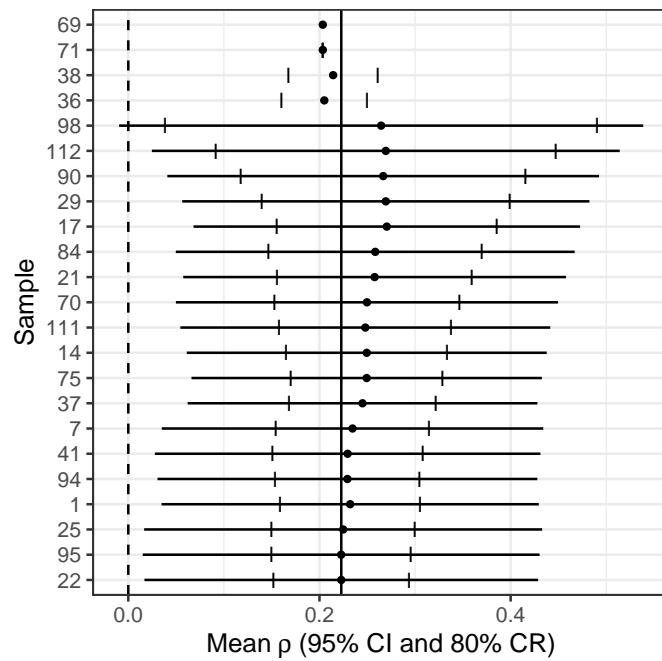

(a) *Self-efficacy for career exploration and decision-making (CSE)*
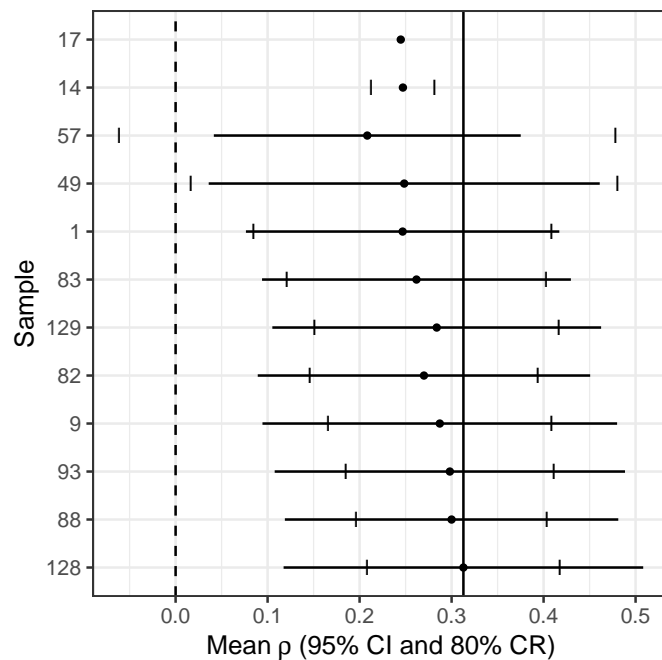

(b) *Outcome expectations for career exploation*
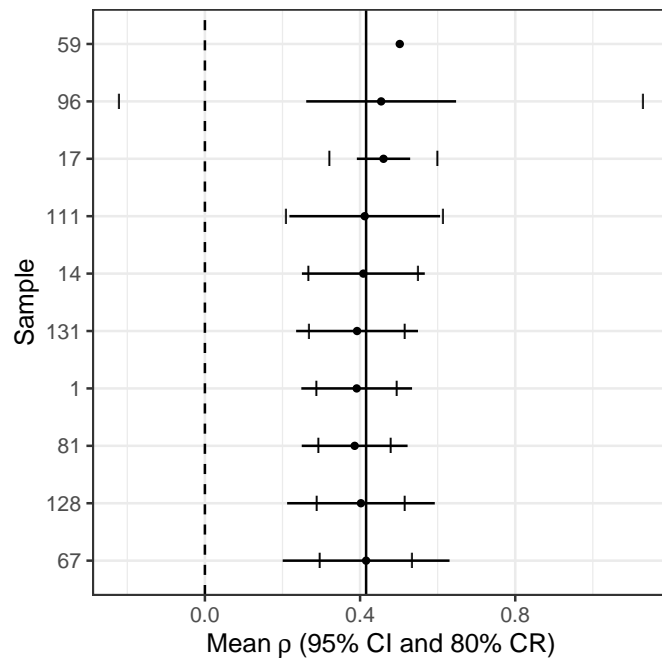
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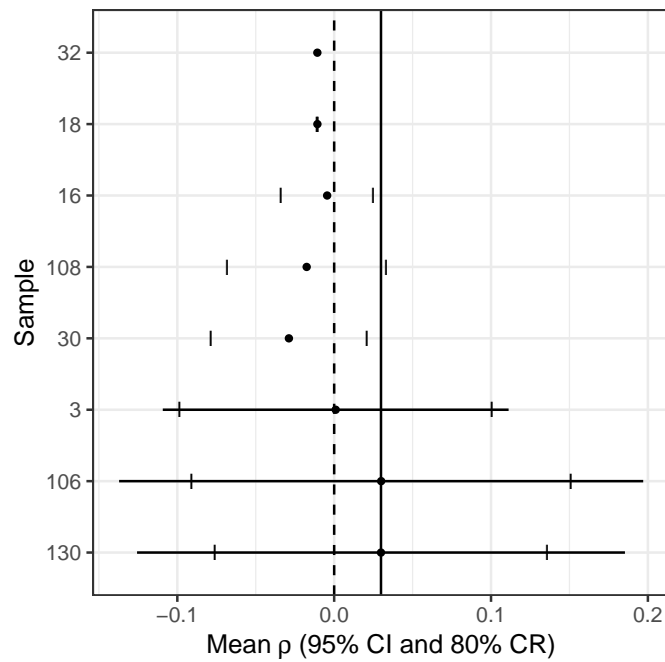(c) *Career-exploratory goals*
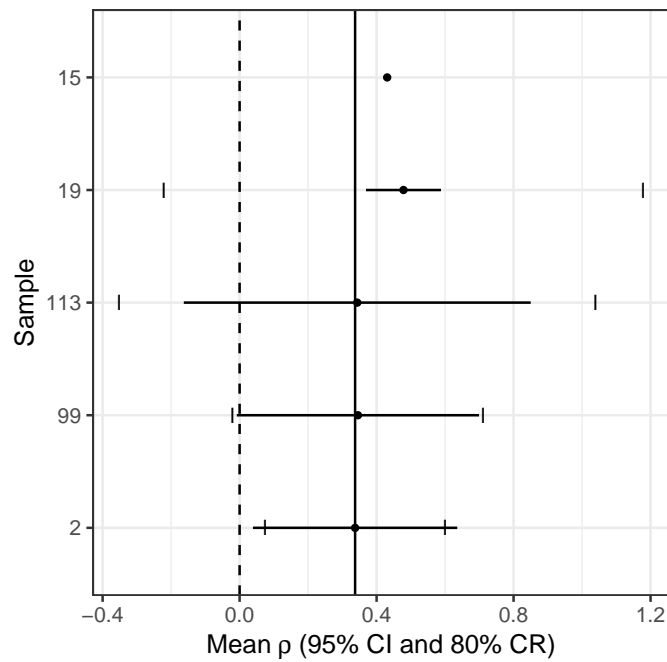
(d) *Openness*

(continued)
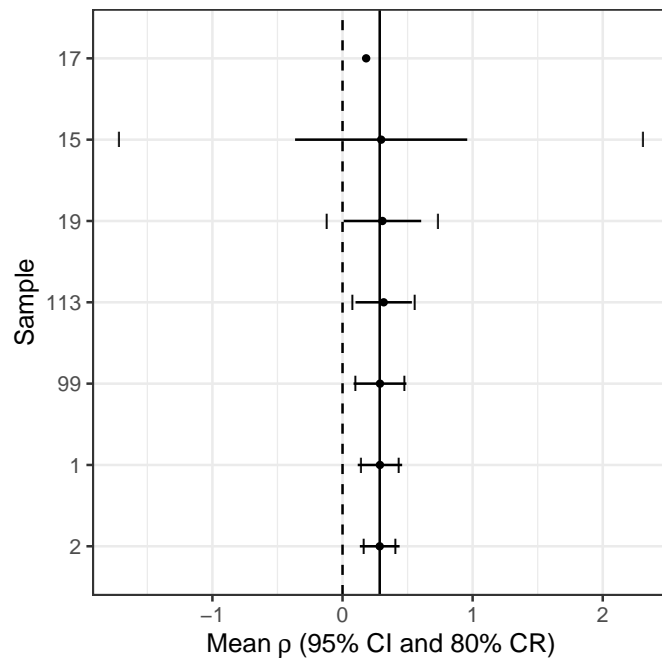
(e) *Conscientiousness*
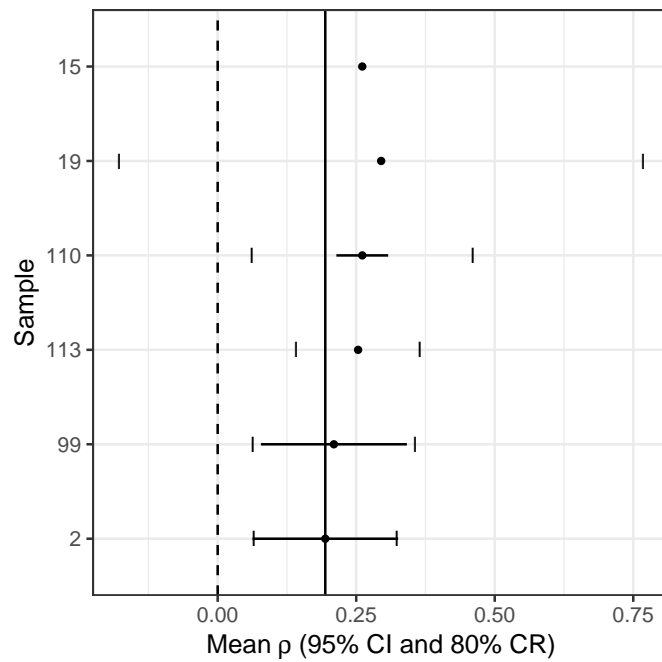
(f) *Extraversion*

(continued)
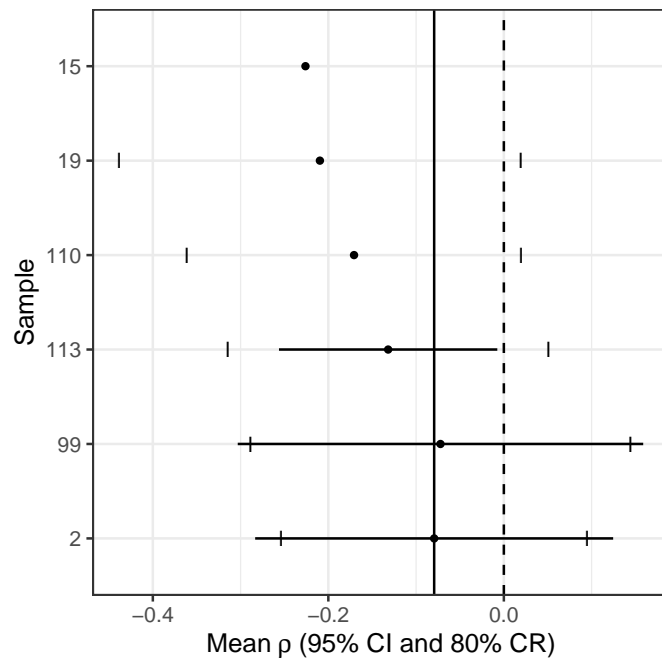
(g) *Neuroticism*
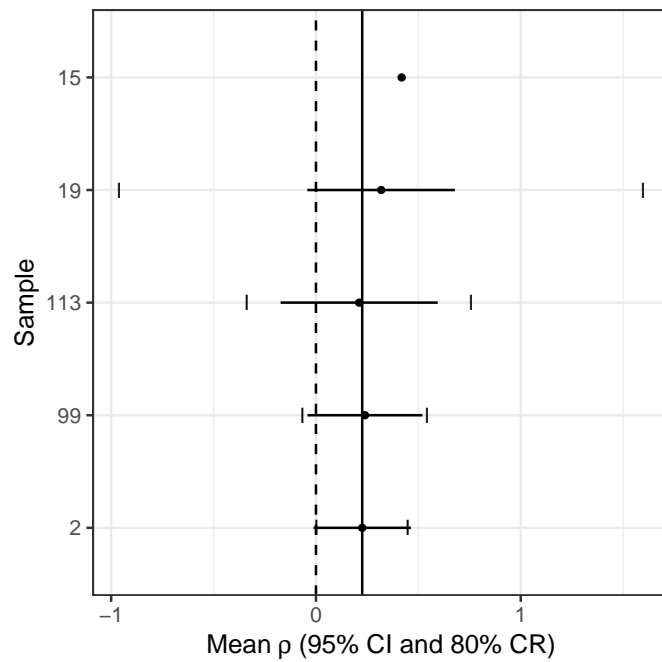
(h) *Agreeableness*

(continued)
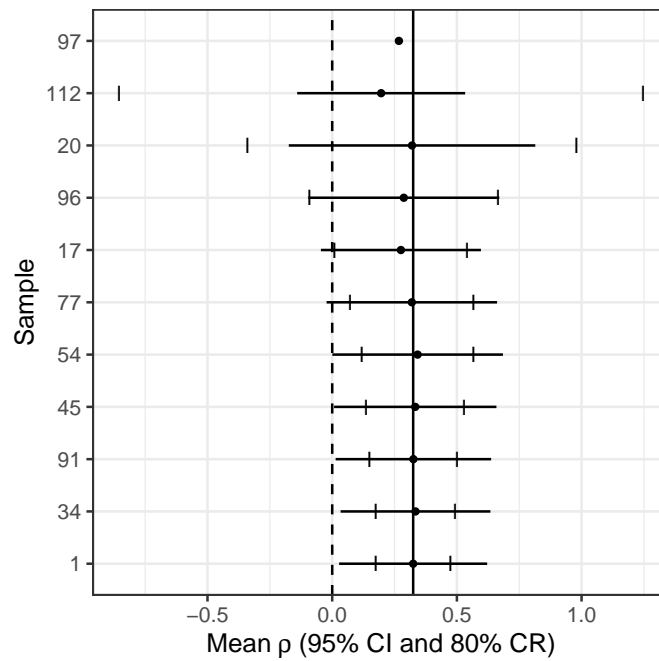
(i) *Career-related social support*
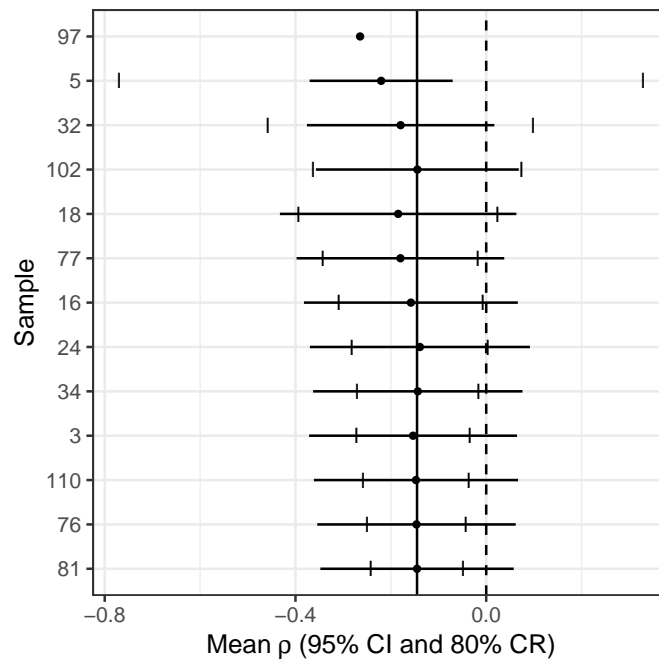
(j) *Career-related barriers*

(continued)

(k) *Career decidedness and decision-making difficulties (reverse)*
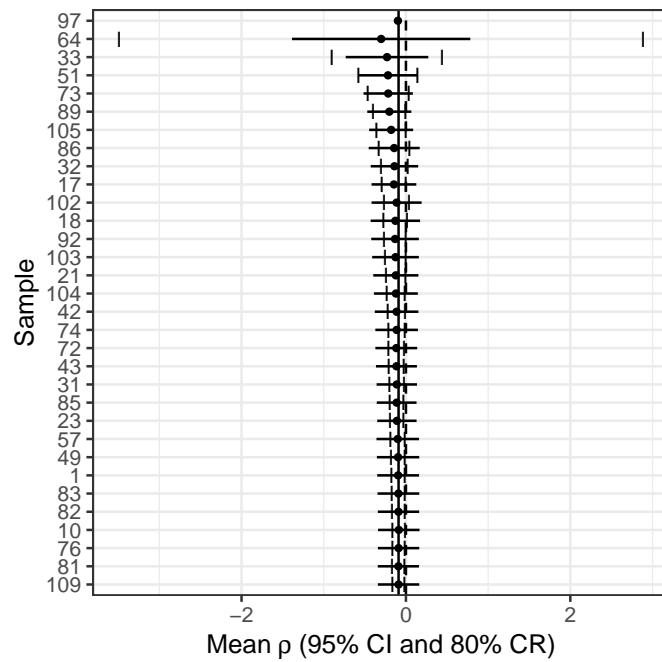
(l) *Decisional distress*

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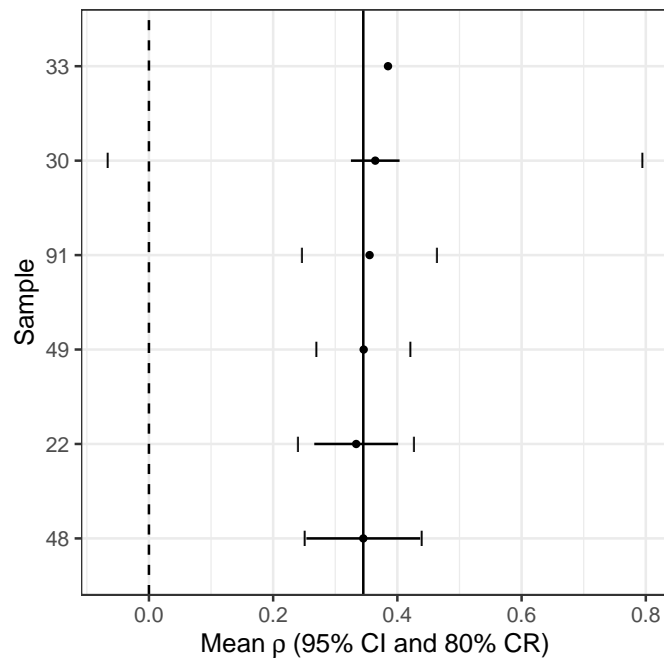
(m) *Perceived employability*
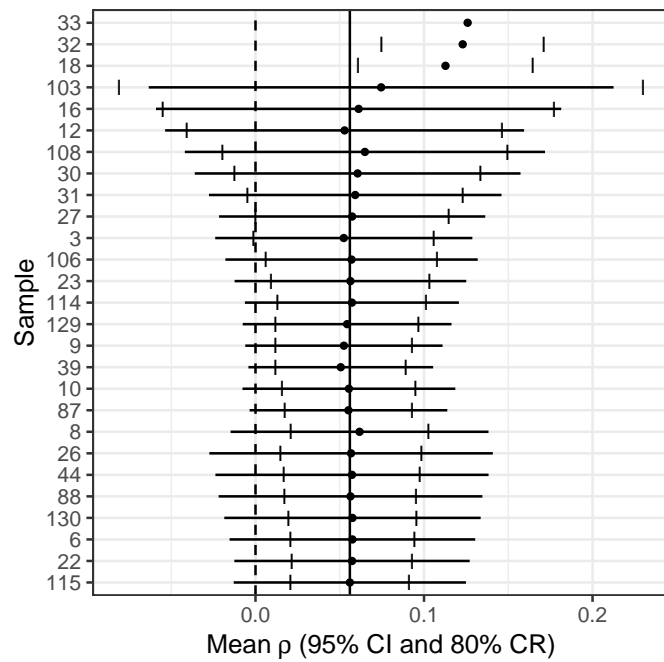
(n) *Chronological age*

(continued)
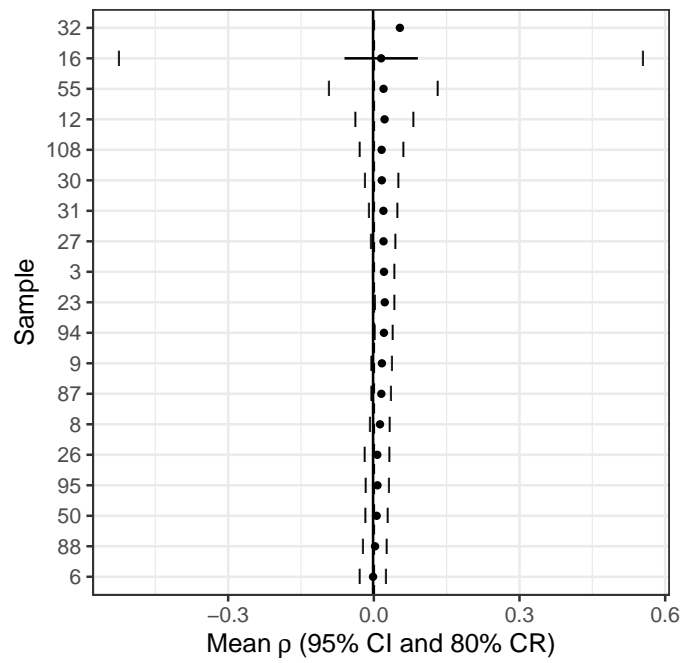
(o) *Gender*

(p) *Socioeconomic status*