Appendix A

Sample Post-Pre Survey from Workshop on Career Decision-Making Source: Hiebert,, et al.. (2011), p. 48-49

Name:	
Date:	
First Some General Questions About Your Career Planning You agreed to participate in a Research Study about four weeks ago. We what has happened over these four weeks. Below are several statements statement, we are asking you to do two things. Keeping in mind what yo using labour market information for career decision making or job search, four weeks ago and indicate in the BEFORE column how OK you were wit statement at that time. Next, think of NOW and in the AFTER column, ind are now with respect to the statement.	s. For each ou know now about please think back to th respect to this
To help you provide a more accurate answer, please use the two-step decision-mabelow when responding. (A) decide on whether the statement was/is adequate (OK) or not adequate (Not (B) assign the appropriate rating: (0) not adequate, (1) not really adequate, but almost OK,	
(2) adequate, but just barely (still OK otherwise it would be 0 or 1),(3) somewhere between minimally OK and exceptional.(4) exceptional,	Not OK OK OK O 1 2 3 4

Graphically, the scale looks like this: \rightarrow \rightarrow

	Knowing what you know now about using labour		Before					After					
	market information for career decision making or job search, rate yourself before the research project and	Not OK				Not OK			OK I				
	rate yourself now			1 2 3		4	$L_{\scriptscriptstyle{0}}$	1	2	3	4		
	I had/have												
1.	A clear understanding of what I need to do to move forward in my career												
2.	A clear vision of what I want in my career future												
3.	Reviewed my past work, education and experience so I know what strengths and skills I have												
4.	A list of possible career options that I want in my career future												
5.	Knowledge of print and online resources that help me to research career/employment options												
6.	Confidence that career-related employment opportunities actually exist that fit with what I want in my career future									0			
7.	Identified my career/employment-related goals and the next steps to get there												

	Knowing what you know now about using labour			Befor	e e		After					
	arket information for career decision making or job		Not OK OK				Not OK			OK .		
	search, rate yourself before the research project and rate yourself now			2 3				1	- 1 1		⊣	
	I had/have				,	4	, , , ,			,	4	
8.	Effective strategies for keeping myself motivated to achieve my career/employment goals											
9.	Optimism about what lies ahead in terms of meeting my career goals											
10.	A realistic action plan (or schedule) summarizing the main career/employment-related activities I want to pursue and the processes I am engaging in										_	
11.	Confidence in your ability to manage future career transitions.											
12.	The ability to access career resources that can help me implement my career vision.											
13.	Confidence in my ability to research career, employment, and training options that are available											
14.	Optimism that I will obtain career-related work or training within the next 3-6 months											

15. To what extent would you say that any changes in the ratings on the previous pages are the result of your participation in this research project, and to what extent were they a function of other factors in your life?

mostly other factors	somewhat other factors	uncertain	mostly this project	