**Parameters**

Header: **Exploration tendency (*m*)**

This parameter denotes fraction of time that the individual dedicates to broad exploration. The individual dedicates the complementary fraction (1-*m*)of time to in-depth exploration of options that are already under consideration.

***m*** must be between 0 and 1.

0 = only broad exploration

1 = only in-depth exploration

Header: **Accuracy (*α*)**

* *Remove: ‘adjust the accuracy’ (top)*

This parameter determines the accuracy with which the individual assesses how well an option fits her interests and capabilities (i.e. the objective fit [*x0*]). The higher this number, the higher the individual’s accuracy. Specifically, this value is directly related to the standard deviation *σ* of a normally distributed random variable (*e*), which is the uncertainty term that is added to the objective fit to obtain the perceived fit (*xp* = *xo* + *e*; *α =* 1 - *σ*).

***α*** must be between 0 and 1.

0 = very inaccurate

1 = perfectly accurate

Header: **Selectiveness - Consideration threshold (*θ1*)**

If the perceived fit of a newly explored option exceeds this number, the individual takes this option under consideration. If the perceived fit falls below this value, the option is discarded.

***θ1*** must be between -2 and 3.5

-2 = not at all selective

3.5 = extremely selective

Header: **Selectiveness - Decision threshold (*θ2*)**

If the perceived fit of an option exceeds this number, the individual enters the mode of final decision making for this option. In his mode, the individual will either explore this option in depth or make the final decision for this option with equal probability. If the perceived fit falls below this value, the individual exits the mode of final decision making.

***θ2***must be bigger than *θ1*, and between -2 and 4

-2 = not at all selective

4 = extremely selective

**Animation Settings**

**Speed**

1. Slow
2. Normal
3. Fast
4. Very fast

* *prima tekst voor de keys, alleen bij 1 en 4 heb je een extra comment direct achter de speed staan. Die zou ik op een eigen, nieuwe regel zetten, schuin, net als de tekst voor de keys.*

**Show objective fit**

* *Deze optie mag toch weg wat mij betreft: dus als het ware alleen ‘all’ aan.* *Ik probeerde namelijk ‘only current’ uit te leggen, en dat is eigenlijk te lastig. En de informational value van de objective fit is gewoon hoog, dat het esthetisch minder is om veel van die lijntjes te hebben weegt daar niet voldoende tegenop vind ik toch. De objective fit is heel belangrijk in ons paper, en kan eigenlijk niet eruit gelaten worden.*

**Show accuracy aura’s**

* *Remove: ‘Shows accuracy aura’s….’ (first line)*

‘This setting shows an ‘aura’ around the objective fit (*x0*) of an option, visualizing the accuracy (*α*)with which the individual assesses the option. The smaller this aura, the higher the individual’s accuracy. Specifically, the aura contains three levels of opacity, corresponding to three standard deviations *σ* of the normally distributed error variable which is added to the objective fit to obtain the perceived fit (see accuracy parameter for more details).’

* *Then, in your picture Teun, it would be better to have 1 σ, 2 σ, 3 σ, instead of the percentages. The percentages are cool, but it is incorrect to say that this is the chance that the perceived fit will land there, because the perceived fit depends on more than the current experience (also on the previous evaluations). This makes these percentages actually quite hard to correctly interpret (and explain). Therefore, I now agree more with Piet, thinking that leaving this out is perhaps better. But as an in-between solution (can’t say goodbye just yet ;), I suggest replacing the percentages with SD’s. If that just gives you more trouble, just get rid of it. Kill it. Ahhh.*

**About the career choice model**

* *Jouw bedrijfsnaam mag wel ingevuld worden lijkt me, en je logo toegevoegd, aangezien via het webaddress, en in de paper, al duidelijk is dat jij het hebt gemaakt. Ik heb er nu ‘Blijlevens of the company Umanise’ neergezet, maar dat is misschien niet ideaal geformuleerd, als je dat anders wilt verwoorden is dat fine.*

*Text:*

**“**

**Publication**

This animation is an interactive implementation of the dynamic model of career choice presented in the publication "A process-oriented approach to understanding career choice." by [NAMES] in [JOURNAL]. For details, refer to the original text [LINK] or contact the authors [E-MAIL ADDRESSES AND RESEARCHGATE LINKS]\*. Web-based implementation as well as graphic animation by Blijlevens (2016) of the company Umanise.

**Framework of career choice**

Adolescents often struggle to make a suitable career choice out of the large range of available options. As a consequence, many drop out of higher education prematurely, resulting in significant costs to both themselves and society. In our paper, we introduce a novel process-oriented framework aimed at understanding how adolescents make such choices. We conceptualize career choice as a process built up out of many experiences that result from broad exploration (sampling of new options) and in-depth exploration (further investigating of promising options). These experiences lead individuals to adjust their assessment of career options over time, eventually resulting in a decision.

**Simulation and animation of career choice processes**

Based on this conceptual framework, we constructed a computational model to simulate a large number of career choice trajectories. In our paper we present an extensive analysis of how the career choice process unfolds in this model, depending on three individual characteristics: 1) the balance between broad and in-depth *exploration*, 2) the *accuracy* in assessing how well career options will fit, and 3) the degree of selectiveness (in both *considering* options, and *deciding* on options). We partnered with Umanise to develop an interactive web application (above) that the reader can use to generate animated career choice trajectories based on our computational model. The application allows users to enter custom parameter values, and thereby gain first-hand experience with how the different factors affect the career choice process in our model.

**Outcomes of our simulation study**

Based on our simulation study, we identify the conditions that lead to the emergence of two phase-inadequate features of the career choice process: ruminative exploration (repetitive exploration of the same option) and rash decision making (deciding based on very little exploration). We conclude that although these features are indeed associated with poor decisions in most cases, they are not always harmful, and they can even lead to better choices under some circumstances. Our model generates a number of concrete predictions that can be tested empirically, and, if supported by empirical evidence, can result in individually tailored tools to help adolescents make better career choices. More generally, our study shows how explicitly considering the dynamic aspects of complex developmental processes can lead to counterintuitive insights that one would not have arrived at by verbal reasoning alone.

**\*Note:** as the paper is currently under review, the authors need to remain anonymous. As soon as the paper is accepted for publication, all information between square brackets [ ] will be published here as well.

“

Overig:

‘Consideration’ tekst bij y-as mag ook ‘consider’ worden (soms komt de ***θ1***  ineens op een nieuwe regel, misschien niet meer als de tekst korter is)