

Social Research Call

Title:

Collaborative Design-Thinking Approaches, Adaptive Psychological Functioning & Career Development



Acronym: CLDTEST

Project leader: Samantha Sim

Host organisation: Nova School of Business and Economics, Universidade Nova de Lisboa

Main purpose of the project: Our work's social challenge regards the promotion of a more decent, meaningful, and satisfying work for present and future generations of workers. The key research objective is to use randomized controlled trials to examine the effects of Career Life Design (CLD) training on psychological and career resources, and employment outcomes.

Design/methodology/approach: We conduct a randomized controlled trial to evaluate the impact of the CLD training and use longitudinal measures to chart the trajectories related to career development. will run a pilot study with students looking to enter the job market and then a study with older unemployed individuals.

Potential results: We explore a range of personal and professional outcomes. On a psychological level, we measure constructs such as self-worth, positive psychological capital, perceived subjective well-being and flourishing. Professionally, we will measure outcomes such as work-value alignment, perceived meaningfulness, life satisfaction, grit, career engagement, entrepreneurial self-efficacy, as well as employment outcomes.

Social relevance of the research: Our work also aims to inspire practice by evaluating innovative career development practices and programs that can better cater to the changing needs of current and future generations of workers.

Originality/value of the project: We conduct one the first studies to evaluate the CLD training (power analysis to determine sample size, use of randomized controlled trial). The project aims to contribute to the existing career theories by focusing on new identity construction, centered around a greater sense of meaning, well-being, and satisfaction at work.