

# ASSESSMENT 3 – PART A: SUBMISSION TEMPLATE

Student ID:

## Question 1

How would you implement the Career Adapt-Abilities Scale (CAAS) to ensure the assessment is reliable, ethical, and accounts for cultural differences? (Referencing is recommended to support your answers for this response). (2-3 paragraphs) [10 marks]

### Answer:

Implementing the Career Adapt-Abilities Scale (CAAS) in a manner that ensures reliability, ethical standards, and cultural sensitivity requires a systematic approach. To begin, the adaptation and validation of the CAAS should involve rigorous psychometric testing to establish its reliability and validity within different cultural contexts. This process involves translation and back-translation of the scale into various languages, followed by pilot testing and cultural adaptation to ensure the instrument's relevance and appropriateness across diverse populations (Savickas & Porfeli, 2012).

Ethical considerations play a crucial role in the implementation of CAAS. Informed consent, confidentiality, and voluntary participation must be prioritized during data collection to safeguard the rights and privacy of participants (CALIK, 2022). Additionally, practitioners should be trained to administer the scale culturally competent, being sensitive to potential biases or misunderstandings due to cultural differences. It is essential to clearly communicate the purpose and implications of the assessment, ensuring that participants understand the nature of the questions and are comfortable providing responses (American Psychological Association, 2016).

Moreover, researchers should engage in ongoing dialogue with diverse communities, stakeholders, and experts to address cultural differences to ensure the CAAS is culturally relevant and sensitive. This involves considering cultural norms, values, and

beliefs that may influence individuals' career adaptability perceptions and behaviors (Tanaka-Matsumi, 2022). Including culturally diverse samples in the validation process and conducting differential item functioning analyses are essential steps to assess and account for cultural biases in the scale (Hope *et al.*, 2018). Overall, a comprehensive approach integrating psychometric testing, ethical considerations, and cultural sensitivity is pivotal for successfully implementing the CAAS across diverse populations.

## Question 2

What do the JASP results indicate about the construction of the adaptability measure? Your response should demonstrate your ability to interpret the test results. Do the results support your original hypotheses? Respond by referencing results from the sub-scales as well as the overall measure. (1-2 paragraphs) [5 marks]

### Answer:

The Confirmatory Factor Analysis (CFA) conducted using JASP revealed compelling insights into constructing the Adaptability measure, specifically the Career Adapt-Abilities Scale (CAAS). The fit indices for the model showed substantial support for the adequacy of the factor model compared to the baseline model ( $\chi^2 = 472.55$ ,  $df = 246$ ,  $p < .001$ ), suggesting a significantly better fit. Key fit indices such as the Comparative Fit Index (CFI = 0.96), Tucker-Lewis Index (TLI = 0.96), and Bollen's Incremental Fit Index (IFI = 0.96) indicated strong model fit. However, some indices like the Parsimony Normed Fit Index (PNFI = 0.82) and McDonald Fit Index (MFI = 0.69) slightly deviated, suggesting potential areas for model refinement. Despite being generally acceptable, the Root Mean Square Error of Approximation (RMSEA = 0.05) and Standardized Root Mean Square Residual (SRMR = 0.08) values indicated minor room for improvement.

Moreover, the factor loadings for each sub-scale (Concern, Confidence, Curiosity, and Control) revealed consistent and significant relationships between the latent constructs and their observed indicators. Specifically, indicators within each subscale demonstrated robust factor loadings (ranging from 0.43 to 0.89), indicating substantial relationships between the measured items and their respective latent constructs. The inter-factor correlations (ranging from 0.14 to 0.37) between Concern, Confidence, Curiosity, and Control highlighted moderate associations among these adaptability dimensions. These findings collectively support the underlying structure of the CAAS and partially align

with the hypothesized relationships between the adaptability subscales. However, further refinements could enhance the model's overall fit and precision.

Include your reference list using APA 7 style. Check your answers to ensure your writing is clear, concise, and well-structured. [3 marks]

### References

- American Psychological Association. (2016). Ethical principles of psychologists and code of conduct.
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- Tanaka-Matsumi, J. (2022). Counseling Across Cultures: A Half-Century Assessment. *Journal of Cross-Cultural Psychology*, 53(7-8), 957-975.
- Savickas, M. L., & Porfeli, E. J. (2012). Career adapt-abilities scale: Construction, reliability, and measurement equivalence across 13 countries. *Journal of Vocational Behavior*, 80(3), 661-673.

KINZA ASHRAF  
DISSERTATION HELP