Career Difficulties Inventory – Card Sort
(CDI-C; © S. Rochat, 2021)
The codes on the back refer to the book chapters which suggest possible appropriate interventions.

NOT AT ALL

SOMEWHAT

A LOT

My career goal is unclear; I don't know where to go.

I tend to be pessimistic and always expect the worst to happen.

My career goal isn't that important; I don't see the point in trying to achieve it.

I doubt my worth and tend to blame myself for all of my shortcomings.

My career goal isn't my priority; I have other goals to achieve at the moment.

I'm afraid of mistaking myself and making a bad decision.

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2.1. Reviewing Pessimistic View

- Softening the thoughts
- Scaling the thoughts
- Three doors exercise
- Pre-mortem analysis

1.1. Clarifying the Goal

- Playing down
- Exploring the metaphor
- Goals' typology
- Vocational indecision inventories

2.2. Fostering Self-Esteem

- Self-compassion
- Flip side of the flaws
- Dream team
- Role models

1.2. Reinforcing Goal Importance

- Targeted questions
- Scale of importance
- Unfolding the scenarios
- Exploring the gap with the values

2.3. Reviewing the Fear of Making a "Bad Decision"

- Unfolding the worst scenarios
- Psychological immune system

1.3. Increasing Goal's Priority

- Life roles analysis
- Subjective identity forms analysis

RECTO

I doubt my abilities to reach my goal.	I am afraid of the uncertainty surrounding my decision and its consequences.
My environment doesn't support my efforts to reach my goal.	I am anxious about having to make a decision.
I feel a lot of mixed emotions toward my goal.	I tend to experience fear and anxiety in a lot of situations.
I tend to procrastinate the tasks that I need to do.	I fear the consequences that my choice could have on my family's equilibrium.
Choosing a career is crucial decision because it is made once and for all.	I lack information on how to develop my career throughout my life.

2.4. Facing Uncertainty

- Effectuation
- Possible selves
- Decision tree
- Spirit of adventure

1.4. Increasing Self-Confidence

- Targeted questions
- Confidence scale
- Exploring success stories
- Quality inventories
- Trusting

2.5. Decreasing Career Decision-Making Anxiety

- Progressive exposure
- Marie Kondo method

1.5. Increasing Confidence in the Environment

- Identifying obstacles and resources
- Social support network map
- Asking for help

2.6. Handling General Anxiety

- Vicious cycle of stress
- Cognitive reframing
- Emotional reframing
- Postural reframing

1.6. Clarifying Emotions

- Functional analysis
- List of emotions
- Emotional intelligence

2.7. Considering Relational Factors

- Family therapy assumptions

1.7. Fighting Procrastination

- Changing the speech, the perspective, the name or the story
- Making it fun
- Doing the task with someone
- Increasing the difficulty

4.1. Introducing Stages of Career Development

- Hope centered model

3.1. Downplaying the Criticality of the Decision

- Finding counter-examples
- Temporizing choices
- Nine lives exercise

Work is the most important thing in life.	I lack information on the steps to follow when choosing a career.
In the end, it is mostly chance and luck that guide career choices.	I lack information on the aspects to take into account when choosing a career.
The career counselor will be able to tell me which path is right for me.	I lack information on how to combine information when choosing a career.
Tests and inventories can reveal which career option is best for me.	I don't see why I would explore several career options before making a decision.
My relatives know better which paths will suit me better.	I don't know whether I should prioritize the reason or my emotions when choosing a career.

4.2. Giving Information about Career Decision-Making Steps

- Parson's model
- Gati and Asher's model
- Funnel metaphor

3.2. Downplaying the Centrality of Work

- Love metaphor

4.3. Giving Information about Career Choice Components

- Ikigai diagram
- Concrete aspects

3.3. Reassigning the Roles of Luck and Fate

- Nudging luck
- Drawing lots

4.4. Giving Information about How to Combine Information

- Matching process

3.4. Reframing Professional Help

- Motivational and paradoxical postures
- Being direct

4.5. Introducing Exploration and Engagement Processes

- Marcia's model

3.5. Specifying the Role of Tests and Questionnaires

- Photograph metaphor
- Paradoxical posture

4.6. Clarifying the Role of Reason and Emotions

- Rehabilitating emotions
- Experiencing positive emotions

3.6. Giving Back their Rightful Place to Significant Others

- Paradoxical posture
- Love metaphor

Some occupations are for women and others for men.	I find it hard to see the big picture of the career decision-making process.
I lack information about my interests (what I like).	I don't know if I have gathered enough information on the options to make a decision.
I lack information about my personality (who I am).	I would like to have answers to my questions about careers or training paths.
I lack information about my skills (what I am good at).	I don't know where to find information on occupations and training paths.
I lack information about my values (what is important to me).	I don't know how good is the quality of the information I have gathered about occupations and training paths.

4.7. Synthesizing with a Metaphor

- Chocolate box metaphor
- Shoe store metaphor

3.7. Questioning (Gender) Career Stereotypes

- Finding counter-examples
- Highlighting gender stereotypes

6.1. Identifying Information Gaps and Unrealistic Views

- Degree of information × consciousness matrix
- Additional information
- Pelican syndrome
- Realism × consciousness matrix

5.1. Clarifying Vocational Interests

- RIASEC model
- Activities and occupations' card sorts
- Investigating hobbies

6.2. Giving Information

- Elicit-provide-elicit technique

5.2. Exploring Personality

- Adjective cards
- Investigating the functioning

6.3. Specifying Sources of Information

- Adapting sources to the process' stages
- Information on the Internet
- Internships

5.3. Identifying Skills

- Skills analysis

6.4. Fostering Critical and Objective Assessment of Information

- Assessing quality and relevance
- Investigation metaphor

5.4. Identifying Values

- Schwarz's model
- Open questions

I lack information about my strengths.	I lack information on the existing occupations and their characteristics.
I lack information about the meaning of my life, my work, or my studies.	I wonder what the occupations will look like in the future.
I can hardly find a common thread in my career path.	I lack information on training paths.
I am hesitating between several career options: everything interests me!	I feel like my career opportunities are infinite.
The careers and/or training paths I like are inaccessible.	I am influenced by the career choices of my family members.

6.5. Exploring Existing Careers and Their Characteristics

- RIASEC model
- Occupations' characteristic
- Imagination versus reality

5.5. Identifying Strengths

- VIA Strengths Inventory
- Strengths cards
- Daily use

6.6. Exploring Occupations of the Future

- Sparking the imagination
- Consulting the forecast
- Effectual logic

5.6. Exploring Meaning

- Sense of belonging
- Existential goals
- Experiences of transcendence
- Sense of coherence

6.7. Introducing Educational Systems

- Introducing of drawing the official schema
- Schema of the country of origin
- Criteria to consider

5.7. Eliciting Life Story

- Lifeline
- Life story interview
- Counterfactual thinking
- Narrative frames

8.1. Revealing Sources of Influences

- Identifying current influences
- Identifying past and future influences

7.1. Downplaying Simultaneous Attraction for Multiple Options

- Hummingbird's syndrome
- Highlighting the fact
- Notion of preference

8.2. Identifying Family Influences

- Parents' occupations
- Career genogram

7.2. Fostering Compromise Between Dreams and Reality

- Guiding the discovery of constraints
- Guiding the search for alternatives

I would like to pursue a career in my leisure activities.	I feel like my career options are limited by the expectations of my family.
I am still unsure about making a career change.	I would like to reach a balance between the different spheres of my life.
I know I should think about a back-up plan, but that bothers me.	I feel like my career prospects are limited by constraints which are beyond my reach.
I am hesitating between several options, all of which have their advantages and disadvantages.	I haven't or can't master the social codes of my current or desired work context.
I have trouble weighing all the options available to me.	I have trouble getting my decisions heard and/or respected.

8.3. Eliciting Family Expectations

- Perceived family expectations
- Family therapy interview techniques

7.3. Fostering Compromise with Regards to Leisure

- Reconciliation scenarios
- Facilitating compromise
- Boosting motivation

8.4. Reconciling the Spheres of Life

- Life roles and subjective identity forms
- Inventory of the use of time
- Ideal arrangement of activities

7.4. Exploring Ambivalence Regarding Career Change

- Decisional balance
- Identifying skills, strengths, and values
- Job crafting
- Looking for alternatives

8.5. Addressing Structural Constraints

- Work volition
- Reminding the possibility of choice
- Freedom and responsibility

7.5. Exploring Ambivalence Regarding the Development of a Back-Up Plan

- Exploring reasons for not doing it
- Amplifying importance and confidence
- Developing a hypothetical scenario

8.6. Addressing Cultural Differences

- Hofstede's model
- Cultural sensitivity

7.6. Exploring Ambivalence Between Several Options

- Decisional balance
- Four corners of the room
- Drawing lots

8.7. Teaching Assertiveness

- D.E.S.C. method

7.7. Exploring the Options / Sides of Ambivalence

- Thinking hats

I expect my career choice to bring me more well-being and happiness.	I am afraid of failure; and/or I find it hard to recover from it.
I am tired of the ups and downs of my career.	I tend to run away from problems: I need effective strategies to deal with them.
I am going through a very stressful and/or unsettling period of transition.	I find it hard to see my career path as something exciting.
I find it difficult to plan: I constantly encounter unforeseen events.	The prestige of a career or training path is very important.

9.5. Handling Failure

- Downplaying failure
- Valuing failure
- Analyzing failure

9.1. Pursuing « Happiness »

- Appraising well-being

9.6. Solving Problems

- Avoidance
- Cognitive reframing
- Problem solving
- Emotional intelligence
- Developing an action plan

9.2. Acknowledging the Cycle of Change

- Seasons' metaphor

9.7. Adopting a Spirit of Adventure

- Game metaphor

9.3. Overcoming Transitions

- Transitions' perception
- Post-traumatic growth
- Protective factors
- 4S model

3.7. Questioning (Prestige) Career Stereotypes

- Possible selves
- Learning more

9.4. Planning for the Unexpected

- Motivational approach
- SMART+IES objectives
- Luck readiness