



Instructions

Ask the client to sort the "IDEALS" cards according to their degree of agreement ("Not at all," "A little," "A lot") with the statements they contain.

Ask the client to rank the cards with which they most agree.

In the order of the client's ranking, explain the dimensions represented and possible interventions (e.g., as described in the article: Rochat, S. (2026), "Green guidance": Which interventions for which problems? International Journal for Educational and Vocational Guidance, 26, 1-22).

Interpretation

Lack of Motivation ■ Lack of importance ■ Lack of confidence	Indecisiveness ■ Pessimism ■ Anxiety	Dysfunctional Beliefs ■ Critical separation of the spheres ■ Critical separation of careers
Lack of Information about the Process ■ Confusion between career and profession ■ Confusion about the path to follow	Lack of Information about the Self ■ Ignorance of personal goals ■ Ignorance of personal resources	Lack of Information about the Options ■ Ignorance of existing options ■ Ignorance of future options
Internal Conflicts ■ Ambivalence between goals and actions ■ Excessive ambitions	External Conflicts ■ Value mismatch with the context ■ Presence of structural obstacles	Lack of Employability ■ Concern for entry well-being ■ Avoidance tendencies

Not at all.

A little.

A lot.

I don't see the point in integrating ecological or human sustainability issues into my career—or, at least, it's not my priority.



I am not confident in my ability to make a positive contribution to the climate or society through my career.



I tend to be pessimistic about the future of the planet and humanity and to expect the worst for my career.





My anxiety about the future of the planet and humanity impedes my career development process.



I can contribute to the planet and humanity only through my work or only through my private life.



I believe that only jobs that re directly linked to the environmental or social issues would allow me to be useful to the planet or humanity.



I would like to choose an occupation that matches my ecological or human values.



I don't know how to integrate ecological or human sustainability concerns into my career choices.



I find it hard to identify the ecological and human issues to which I would like to contribute.



I can't figure out which of my resources I can use to contribute to the protection of the planet and humanity.



I need information about jobs or training related to the protection of the environment and humanity.



I wonder which jobs will disappear or be created in response to the climate and/or social crisis.





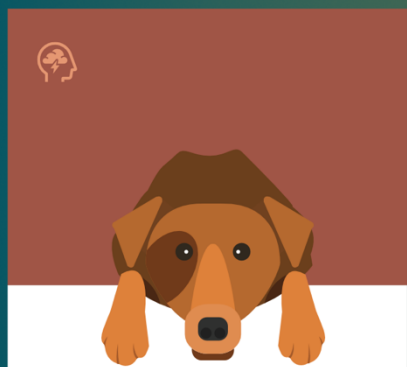
I wish to live in accordance with my ecological and human values, but I find it difficult to do so concretely.



I would like my career to help change the world.



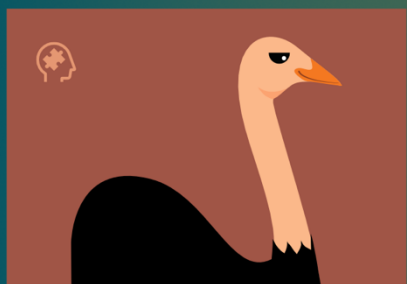
I disagree with the values of the organization for which I (used to) work or the institution at which I (used to) study.



It seems to me that my plans for an environmentally or humanly sustainable career are limited by factors beyond my control.



I fear that considering a career focused on ecological or human values will undermine my (current or desired) well-being.



I tend to avoid ecological and human questions because I feel powerless to address them in my career.

