

How undecided is the student?

Is there a problem or do they just want information?¹

Levels of development--

- “Anxiety: undecided about a career and confused about the process of career counseling.”
- “Confidence: uncertain about an occupation.”
- “Self-Assessment: major strengths and weaknesses unknown.”
- “Occupational information: Lacks knowledge of work and what workers do.”²

Kinds of undecided students

- “Has not declared a major upon entering a college.”
- “Has declared a major but is not sure of his or her choice.”
- “Someone who chooses a major, is certain of her or his decision, and then decides to change it.”³

Key Principles that impact decision-making and follow through

1) Self-efficacy:

- “people’s beliefs in their personal efficacy determine the life pursuits they foreclose from consideration, as well as those they choose to follow and their level of interest, staying power, and success in them.”⁴
- “Self efficacy is more important than any other single variable related to academic and career Choice and is created, fostered, and maintained in relation to both self and to important others.”⁵

2) Locus of control

- “refers to one’s belief in his or her ability to control life events.”⁶

3) People “Need to feel important, even heroic.”⁷

- Religion used to be how this was accomplished. “for many people today, however, work is one of the frequently chosen paths for finding existential significance.”⁸

¹ Ettinger, Judith M. *Improved Career Decision Making in a Changing World*, 2nd ed. Garrett Park Press: Garrett Park, MA, 1996; p. 9

² Zunker, Vernon G. *Career Counseling: Applied Concepts of Life Planning*, 5th ed. Brooks/Cove Publishing Company: Pacific Grove California, 1998; p. 253

³ Mahall, Jennifer & Berg, James. “Solution-Focused Advising with the Undecided Student.” *NACADA Journal*, vol. 22 (1), spring 2003. p. 76-77

⁴ Bandura, Albert. *Self-Efficacy: The Exercise of Control*. W.H. Freeman and Company: New York, 1997, 26

⁵ Hall, Alex S. “Expanding Academic and Career Self Efficacy: A Family Systems Framework.” *Journal of Counseling and Development*. Vol. 81 (1), winter 2003, p. 33-39.

⁶ Stausser, David and Kristi Ketz. “The Relationship between Self-Efficacy, Locus of Control and Work Personality.” *Journal of Rehabilitation*. , Vol. 68:1; Jan-Mar2002, p. 20-26

⁷ Malach-Pinees, Ayala and Yafe-Yanai, Oreniya. “Unconscious Determinants of Career Choice and Burnout:Theoretical Model and Counseling Strategy.” *Journal of Employment Counseling*. Vol 38(4) pp. 170-184. p. 171

⁸ Malch-Pines, p. 171