

Career Self-Management as a Resource-Based Action Regulation Process – Theoretical and Empirical Perspectives

This talk explores career self-management (CSM) through a resource-based action regulation perspective, highlighting its critical role in successful career development. Drawing from foundational theories and empirical research, the presentation delineates the essential components of effective CSM: goal development, resource mapping, action planning, and feedback monitoring. Central to the framework are "career strivings," categorized into self-enhancement, self-transcendence, and personal growth, each distinctly influencing career behaviors and outcomes. Further, career resources—personal and contextual assets crucial for goal attainment—are identified and examined in their relation to career satisfaction and success. Emphasizing a holistic approach, the seminar integrates the concepts of CSM with broader life domains, advocating for whole-life career counseling and interventions. This comprehensive approach aims to foster sustainable career practices, addressing practical implications and outlining avenues for future research on the conditions under which CSM proves most beneficial.