

PERSONALITY-ENVIRONMENT CONGRUENCE AND ITS IMPLICATIONS IN CAREER DECISION

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Abstract

Personality-Environment congruence is one of the most important concepts in vocational counseling, a concept that is closely related to career decision. This congruence represents a desideratum that can't be achieved without a profound self-assessment, without accurate information regarding labor market insertion possibilities, without setting clear short, medium and long term career goals or without developing problem-solving skills. All of these can be achieved through school and career guidance in high-school level. The main goal of this study is to assess the degree of congruence between the desired occupational domain and the personality type (according to the Holland typology) for 100 senior high-school students. We correlate this congruence and the capacity of making good career decisions, more exactly, the extent to which adolescents succeed in overcoming difficulties pertaining to career decision, on one hand and the career decision self-efficacy, on the other hand.

Keywords: *congruence, career decision, career decision difficulties, self-efficacy*

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