**Vocational Identity Status Assessment (VISA)**

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***Career Commitment and Doubt Scales***

**To what extent do you agree with the following statements?**

* 1. Strongly agree
	2. Agree
	3. Agree and disagree
	4. Disagree
	5. Strongly disagree

Career Commitment

1. I know what kind of work is best for me.
2. No other career is as appealing to me as the one I expect to enter.
3. No one will change my mind about the career I have chosen.
4. I have known for a long time what career is best for me.
5. I have invested a lot of energy into preparing for my chosen career.

Identification with Career Commitment

1. My career will help me satisfy deeply personal goals.
2. Becoming a worker in my chosen career will allow me to become the person I dream to be.
3. My family feels confident that I will enter my chosen career.
4. I chose a career that will allow me to remain true to my values.
5. My career choice will permit me to have the kind of family life I wish to have.

Career Commitment Flexibility

1. My work interests are likely to change in the future.
2. I will probably change my career goals.
3. What I look for in a job will change in the future.
4. My career choice might turn out to be different than I expect.
5. I need to learn a lot more before I can make a career choice.

Career Self-Doubt

1. Thinking about choosing a career makes me feel uneasy.
2. People who really know me seem doubtful when I share my career plans with them.
3. When I tell other people about my career plans, I feel like I am being a little dishonest.
4. I doubt I will find a career that suits me.
5. I may not be able to get the job I really want.

***In-Breadth to In-Depth Career Exploration Scales***

To what extent do you agree with the following statements?

* 1. Strongly agree
	2. Agree
	3. Agree and disagree
	4. Disagree
	5. Strongly disagree

**Right now I am…**

In-Breadth Career Exploration

1. casually learning about careers that are unfamiliar to me in order to find a few to explore further.
2. thinking about how I could fit into many different careers.
3. trying to have many different experiences so that I can find several jobs that might suit me.
4. learning about various jobs that I might like.
5. keeping my options open as I learn about many different careers.

In-Depth Career Exploration

1. identifying my strongest talents as I think about careers.
2. learning what I can do to improve my chances of getting into my chosen career.
3. learning as much as I can about the particular educational requirements of the career that interests me the most.
4. trying to find people that share my career interests.
5. thinking about all the aspects of working that are most important to me.

**VISA Scoring Instructions**

The instructions are as follows:

First, the items for the six subscales must be averaged within each subscale to form new variables with the following names: Commitment\_Making, Commitment\_Identification, Explore\_Depth, Explore\_Breadth, Commitment\_Flexibility, and Commitment\_Doubt

Second, run the following syntax to create z-scored versions of the variables.

DESCRIPTIVES VARIABLES=Commitment\_Making Commitment\_Identification Explore\_Depth Explore\_Breadth Commitment\_Flexibility Commitment\_Doubt

  /SAVE

  /STATISTICS=MEAN STDDEV MIN MAX.

The syntax above should create standardized variables in the dataset with the following names: ZCommitment\_Making, ZCommitment\_Identification, ZExplore\_Depth, ZExplore\_Breadth, ZCommitment\_Flexibility, and ZCommitment\_Doubt

If the standardized variables do not have these names, then change them to be consistent.

Third, use k-means cluster analysis via the following syntax to assign people to clusters on the basis of cluster centers. The cluster centers are derived from my research using samples of high school and college students.

QUICK CLUSTER ZCommitment\_Making ZCommitment\_Identification ZExplore\_Depth ZExplore\_Breadth ZCommitment\_Flexibility ZCommitment\_Doubt

  /MISSING=LISTWISE

  /CRITERIA=CLUSTER(6) MXITER(100) CONVERGE(0)

  /INITIAL = (.9461190 .9170438 .9705773 .6114612 -.6562197 -.6611453 /\*ACHIEVED\*/

.6689381 .1932359 .2491140 .6942894 1.2106749 1.6959833 /\*SEARCHING MORTORIUM\*/

-.6833328 -.0691132 .0447082 .5470182 .5693753 .0221121 /\*MORATORIUM\*/

1.2707348 .9193340 .6923660 -1.4400201 -1.3247303 -.9922271 /\*FORECLOSED\*/

-.6336626 -1.2599145 -1.2941701 -.6834559 .1675628 .5947249 /\*DIFFUSED\*/

.0153185 -.0073284 -.1991749 -.8578535 -.6029479 -.4290192 /\*UNDIFFERENTIATED\*/)

  /METHOD=KMEANS(NOUPDATE)

  /SAVE CLUSTER

  /PRINT INITIAL ANOVA DISTAN

This syntax will create a new variable that contains six values representing the six identity statuses.  The statuses will be in the following order: 1 = ACHIEVED, 2 = SEARCHING MORATORIUM, 3 = MORATORIUM, 4 = FORECLOSED, 5 = DIFFUSED and 6 = UNDIFFERENTIATED. You will need to add these value labels to the SPSS file if you wish to see them in subsequent output using this variable. The figure below is from research conducted on high school and university students and depicts the typical profile of scores for the six VISA subscales. The profiles for your data can be created from the final cluster centers or by computing the means of ZCommitment\_Making ZCommitment\_Identification ZExplore\_Depth ZExplore\_Breadth ZCommitment\_Flexibility ZCommitment\_Doubt for each of the identity status groups created via the cluster analysis syntax above. You may use the figure below to ensure that your cluster profiles look similar. Large difference may signal that the identity status approach may not be appropriate for your sample.



The percentages reflect the approximate fraction that I found in each of the statuses across high school and college samples.