

PAPER DETAILS

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PAGES: 282-300

ORIGINAL PDF URL: <https://dergipark.org.tr/tr/download/article-file/3981454>

Psikolojik Danışmanların Kariyer Uyumunu ile Etkili Psikolojik Danışman Nitelikleri Arasındaki İlişkide Kariyer Karar Pışmanlığının Düzenleyici Rolü

The Moderating Role of Career Decision Regret in the Relationship Between Counselors' Career Adaptability and Effective Counselor Characteristics

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Geliş Tarihi: 04.06.2024

Kabul Tarihi: 17.03.2025

ÖZ

Bu araştırmada psikolojik danışmanların kariyer uyumları ile etkili psikolojik danışman nitelikleri arasındaki ilişkide kariyer karar pışmanlıklarının düzenleyici rolü incelenmiştir. Katılımcılar Türkiye’de Güneydoğu Anadolu Bölgesindeki bir ilde Milli Eğitim Bakanlığı’na bağlı kurumlarda çalışan 415 psikolojik danışmandan oluşmaktadır [274 kadın (%66), 141 erkek (%34)]. Veri toplamak amacıyla “Kariyer Uyum Yetenekleri Ölçeği-Kısa Formu”, “Kariyer Karar Pışmanlığı Ölçeği” ve “Etkili Psikolojik Danışman Niteliklerini Değerlendirme Ölçeği” kullanılmıştır. Veri analizi olarak Pearson korelasyon analizi ve önyükleme yöntemine dayalı regresyon analizi yapılmıştır. Korelasyon analizi sonucunda etkili psikolojik danışman niteliklerinin kariyer uyumu ve kariyer karar pışmanlığı ile anlamlı ilişkiye sahip olduğu gözlenmiştir. Regresyon analizi sonucunda kariyer uyumu ve kariyer karar pışmanlığının etkili psikolojik danışman nitelikleri üzerinde yordayıcı olduğu bulgusuna ulaşılmıştır. Ayrıca kariyer karar pışmanlığının, kariyer uyumu ile etkili psikolojik danışman nitelikleri arasındaki ilişkide düzenleyici rolde olduğu sonucuna ulaşılmıştır. Kariyer karar pışmanlığı arttıkça kariyer uyumunun etkili psikolojik danışman nitelikleri üzerindeki yordayıcılığı azalmaktadır. Ulaşılan bulgular geçmiş araştırmalar ışığında tartışılmıştır. Ayrıca bulgular doğrultusunda araştırmacı ve uygulayıcılara öneriler sunulmuştur.

Anahtar Kelimeler: Etkili Psikolojik Danışman Nitelikleri, kariyer uyumu, kariyer karar pışmanlığı.

ABSTRACT

In this study, the moderating role of career decision regrets in the relationship between counselors' career adaptability and effective counselor characteristics was investigated. The participants consisted of 415 counselors working in public institutions in a city in the Southeastern Anatolia Region of Turkey [274 females (66%), 141 males (34%)]. For data collection, Career Adap-Abilities Scale-Short Form, Career Decision Regret Scale, and Effective Counselor Characteristics Assessment Scale were used. Pearson correlation analysis and regression analysis based on the

bootstrap method were performed in data analysis. The result of the correlation analysis revealed effective counselor characteristics have a significant relationship with career adaptability and career decision regret. The result of the regression analysis put forth that career adaptability and career decision regret are predictors of effective counselor characteristics. In addition, the study results showed that career decision regret has a moderating role in the relationship between career adaptability and effective counselor characteristics. As career decision regret increases, the predictive value of career adaptability on effective counselor characteristics qualities decreases. The findings were discussed in the light of past research. Additionally, suggestions were made to researchers and practitioners in line with the findings.

Keywords: Effective counselor characteristics, career adaptability, career decision regret.

INTRODUCTION

People may encounter various challenges throughout their lives and seek emotional, cognitive, and behavioral support. At this point, psychological counseling emerges as an important support service. Psychological counseling is a professional relationship strengthening individuals, families, and groups in terms of mental health, well-being, education, and career goals (Kaplan & Gladding, 2011). Counselor characteristics are extremely important for the success of this relationship (Corey, 2008; Gladding, 2013; Lawson et al., 2007; Venart et al., 2007). In this context, the characteristics that an effective counselor should possess have been the subject of studies frequently (e.g., Corey, 2008; Genç & Yüksel Şahin, 2020; Hackney & Cormier, 2008; Korkut-Owen & Tuzgöl-Dost, 2020; Lohani & Sharma, 2023; Sari et al., 2024; Wampold, 2007; Yıldırım Kurtuluş & Yüksel Şahin, 2023). In the first studies on the subject, effective counselors were described as patient, sincere and accepting in interpersonal relationships, assertive, and assuring (Johnson et al., 1967; Wicas & Mahan 1966). In other studies, they were defined as people who are open-minded, emotionally balanced and consistent, flexible, impressive and honest, extrovert, self-confident, with a high tolerance for uncertainty, and motivated to develop new skills and techniques (Heikkinen & Wegner, 1973; Rowe et al., 1975). In addition, Cormier and Cormier (1991) stated that effective counselors should possess characteristics such as self-awareness, flexibility, being energetic, intellectual competence, supportive and goodwill. Looking at the more recent studies on the subject, Hackney and Cormier (2008) emphasized that effective counselors should have self-awareness and understanding, sensitivity to racial, ethnic and cultural factors, open-mindedness, and be psychologically healthy, objective, competent, reliable and attractive in interpersonal relationships.

As can be seen from the relevant literature reviews, there are many effective counselor characteristics. The current studies conducted in Türkiye on this subject revealed that effective counselor characteristics are associated with attitudes towards spirituality (Kasapoğlu & Kutlu, 2021), professional satisfaction (Yıldırım-Kurtuluş & Yüksel-Şahin, 2021), career adaptability and mental health continuity (Kalay-Usta & Deniz, 2019), cognitive flexibility and cultural intelligence (Buyruk-Genç & Yüksel-Şahin, 2020), self-efficacy (Yayla & İkiz, 2017) and emotional intelligence (Çapri & Demiröz, 2016). On the other hand, the studies which were conducted in abroad determined that the characteristics of effective counselors are associated with facilitating relational skills (Anderson et al., 2016), attachment styles, self-perception, communication skills, problem-solving skills, coping strategies, and attitude towards the psychological help profession (Heinonen & Nissen-Lie, 2020), openness, honesty, determination, respect and self-awareness (Spurgeon et al., 2012), and self-compassion (Fulton, 2016).

1.1. The Relationship Between Effective Counselor Characteristics and Career Adaptability

Introduced by Super (1980), career adaptability is a more up-to-date and comprehensive concept that builds on the concept of career maturity. Career adaptability refers to the psychosocial resources that individuals have in order to cope with the predictable professional development tasks and unpredictable professional transitions and work traumas (Savickas, 1997; Savickas, 2013). In other words, career adaptability is defined as individuals' perspective on their potential to plan their career and to adjust to especially unpredictable changes (Rottinghaus et al., 2005). Savickas (2013) wrote about the four dimensions of career adaptability, namely concern, control, curiosity, and confidence. Concern refers to the sensitivity of the individuals to the construction of their career processes. Control is associated with individuals having the power of intervention over their career future. Curiosity refers to individuals' quest to explore themselves and their surroundings. Confidence is individuals' belief that they can overcome career difficulties (Savickas & Porfeli, 2012).

Career adaptability has been the subject of frequent research in the context of the counseling profession in recent years (Demir & Ayaz, 2019; Duru & Gültekin, 2019; Eryılmaz & Kara, 2020; Kalay-Usta & Deniz, 2019; Kara & Eryılmaz, 2021). It is emphasized that career adaptability is an important concept in the training of qualified counselors (Kara & Eryılmaz, 2021). In the studies, counselors' career adaptability was revealed to be positively associated with effective counselor characteristics such as intellectual efficacy (Eryılmaz & Kara, 2020), self-awareness (Spurgeon et al., 2012), and self-efficacy (Marcionetti & Rossier, 2021). In addition, as individuals' career adaptability increases, they become more committed to their jobs, experience less job stress, get more satisfaction from their jobs, and their job success increases (Fiori et al., 2015; Zikic & Klehe, 2006). Furthermore, career adaptability is accepted as a resource that increases employees' competencies by making a positive contribution to their performance (Akkermans et al., 2013). In this context, it was believed that an increase in counselors' career adaptability would be related to the increase in effective counselor characteristics, and the following hypothesis was developed to be tested.

H₁: Counselors' career adaptability is a positive predictor of effective counselor characteristics.

1.2. The Moderating Role of Career Decision Regret

Career decision is one of the most important decisions in individuals' lives because, with this decision, individuals determine jobs and lifestyles for themselves (Çakır, 2004). However, individuals may regret their career decisions in the future (Morrison & Roese, 2011). In fact, some studies emphasized that individuals experience regret in their career decisions the most (Lecci et al., 1994; Morrison & Roese, 2011; Roese & Summerville, 2005). In short, regret is defined as an emotional reaction to the outcome or process of a negative decision (Zeelenberg & Pieters, 2007). Furthermore, regret is also expressed as a strong emotion (Le & Ho, 2019).

Individuals' regret regarding their career decisions is effective on the activities they are engaged in about their careers (İpek et al., 2020; Köse, 2019). Studies put forth that career decision regret is associated with low professional performance in individuals (Sarıkaya & Khorshid, 2009; Tian et al., 2019). In addition, individuals who experience weak sense of professional belonging as a result of career decision regret cannot fulfil the professional responsibilities or requirements of the profession effectively. Studies revealed that individuals with career decision regrets are also closed to professional development (Dyrbye et al., 2018). In the light of the related theoretical explanations and previous studies, counselors' career decision regret may be related to effective counseling characteristics. As a matter of fact, the literature showed that the display of effective counselor characteristics is positively related to individuals' sense of belonging and commitment to their career (Kalay-Usta & Deniz, 2019;

Yayla & İkiz, 2017). Another important factor in displaying effective counselor characteristics is that the counselor takes initiatives for professional development (Brown-Rice & Furr, 2016; Dönmezoğulları & Yeşilyaprak, 2019). In addition, getting extra training to increase professional characteristics is positively associated with the display of effective counselor characteristics (Buyruk-Genç & Yüksel-Şahin, 2020; Korkut-Owen et al., 2014; Korkut-Owen & Tuzgöl-Dost, 2020). In this context, it was believed that counselors' career decision regrets would be related to effective counselor characteristics, and the following hypothesis was developed to be tested.

H₂: Counselors' career decision regrets are a negative predictor of effective counselor characteristics.

Furthermore, the decisions that individuals make regarding their careers are also related to their career adaptability (Karacan-Özdemir & Ayaz, 2020). Thus, the emotions experienced as a result of these decisions may be related to the increase or decrease in career adaptability levels. As a matter of fact, Doğanülkü and Kirdök (2021) determined a negative relationship between career decision regret and career adaptability in their study. While career adaptability is a structure enabling individuals to focus on the work they do and helping them to display their characteristics at a high level, individuals regretting their career decisions is a situation that limits their active effort towards their job and displaying his characteristics (Tanrıverdi et al., 2019). In other words, career decision regret may be suppressive on the positive effects of career adaptability skills. In addition, studies put forth career decision regret is positively related to factors that have negative effects on career adaptability, such as burnout and job dissatisfaction (Doğanülkü & Kirdök, 2021; Tian et al., 2019). Therefore, it is believed that career decision regret may be related to career adaptability in addition to effective counselor characteristics, and therefore may have a moderating role in the relationship between career adaptability and effective counselor characteristics. In this context, the following hypothesis was developed to be tested.

H₃: Counselors' career decision regrets have a moderating role in the relationship between career adaptability and effective counselor characteristics. Namely, as career decision regret increases, the effect of career adaptability on effective counselor characteristics will decrease.

1.3. Present Study

Counselors are one of the most important professionals providing services in the field of mental health. Therefore, it is of great importance for counselors to display their characteristics effectively. Effective counselor characteristics are one of the most important factors for the success of the psychological help process (Gladding, 2013). In this regard, studies aiming to determine the variables associated with effective counseling characteristics are important. As a matter of fact, researchers in our country have recently focused on this issue (Çapri & Demiröz, 2016; Kalay-Usta & Deniz, 2019; Kasapoğlu & Kutlu, 2021; Yayla & İkiz, 2017). Also, individuals' adaptation to the changing nature of career and regrets about career decisions are effective factors in their work-life because career adaptability and career decision regret are constructs associated with demonstrating effective professional activities (Karatepe et al., 2021; Szczygiel & Mikolajczak, 2018). Career adaptability refers to the power sources that will help individuals cope with career crises (Savickas & Porfeli, 2012). Counselors' career adaptability is of great importance for a successful counseling process (Hackney & Cormier, 2008). In addition, with the change in today's career perspective the duration of being a qualified professional has extended (Susskind & Susskind, 2015), and this increases the risk of individuals regretting their career decisions (Budjanovcanin et al., 2019). Therefore, it is believed that discussing the relationship between counselors' effective counseling characteristics and career adaptability in the context of career decision regret will help to reveal

this relationship more clearly. In this way, the data on the role of career adaptability and career decision regret in shaping effective counselor characteristics can contribute to counselor training programs. Suggestions can be made for the preparation of training programs to improve the career adaptation skills of counselors and counselor candidates and to strengthen their strategies for coping with negative emotions arising from career decisions. It can contribute to developing strategies for counselors to increase their professional competencies. This study will also contribute to counselors' better understanding of the link between effective counseling characteristics and professional development processes. In addition, the findings of the study may shed light on the development of counselors' professional competencies by providing new suggestions for their supervision processes.

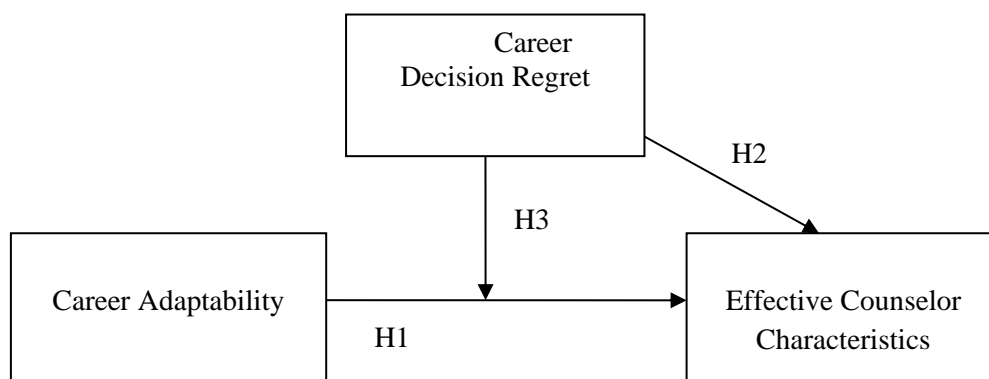
In the studies conducted both in Türkiye and abroad, no studies examining the career decision regrets, career adaptability, and effective counselor characteristics together as far as searched. Another importance of the present study is that it will fill this gap in the literature. This study was conducted to reveal the relationship between career adaptability, career decision regret, and effective counselor characteristics. In addition, examining whether career decision regret has a moderating role in the relationship between counselors' career adaptability and effective counselor characteristics is another aim of the study. In line with these aims, the hypothetical model of the study is presented in Figure 1.

METHOD

The present study is a moderator analysis designed in a correlational research design. The hypothetical model of the study is presented in Figure 1.

Figure 1

The Hypothetical Model of the Study



2.1. Participants

The study participants were determined by convenient sampling method. The researchers made the data collection tools codeable online and shared them in WhatsApp groups with psychological counselors working in all institutions affiliated with the Ministry of National Education in the province where data was collected. Participants who volunteered to participate in the research gave their consent and answered the measurement tools. The participants consisted of a total of 415, 274 females (66%) and 141 males (34%), counselors working in public institutions in a city in the Southeastern Anatolia Region of Türkiye. The participants' age range varied from 23 to 52 (Mean = 30.17, SD = 5.78). Their professional experience ranged from 1 to 28 years (Mean = 6.95, SD = 5.61). Three hundred and sixteen (76.1%) of the

counselors participating in the study had graduate degrees, 95 (22.9%) had Master's degrees, four (1%) had Ph.D.s. Furthermore, 48 (11.5%) of the participants were working in preschool institutions, 103 (24.8%) in elementary schools, 120 (28.9%) were in secondary schools, 119 (28.7%) in high schools, and 25 (6.1%) in guidance and research centers.

2.2. Ethical Statement

The study data were collected online (Google Forms) from the voluntary counselors. Before the data were collected, all participants read the brief informative form about the purpose and content of the study. In addition, the participants were informed about the confidentiality of the data and the instructions on how to respond to the scales were conveyed to the participants via the form. All of the participants gave their written informed consent. No personally identifiable information was requested from the participants. The study was performed under the Declaration of Helsinki and was approved and registered by the Ethics Committee of Çukurova University (28.12.2021-E.277629).

2.3. Data Collection Tools

2.3.1. Career Decision Regret Scale

Developed by Brehaut et al. (2003), the Career Decision Regret Scale is a measurement tool consisting of five items and one dimension. The adaptation of the scale to Turkish and the validity and reliability works were carried out by Erdurcan and Kırdök (2017). The adaptation study was carried out with 410 undergraduate students. Although the adaptation study of the scale was conducted on the university student population, it was also used in a study conducted with psychological counselors (Tunç & Tunç, 2022). In the adaptation study, a one-dimensional structure consisting of five items was obtained, as in the original scale. The five-point Likert scale offers responses ranging between “strongly disagree” (0) and “strongly agree” (4). In the Turkish version, items 1, 3, and 5 are reverse coded. While scoring the scale, after these three items are reversed, the scores are added together and then multiplied by five to calculate the total score that would be between 0 and 100. High scores indicate an excess of career decision regrets. In the adaptation study, the Cronbach's alpha internal consistency coefficient calculated within the scope of reliability analyzes was found to be .91. In this study, the Cronbach's alpha value was .89.

2.3.2. Career Adapt-Abilities Scale-Short Form

The Career Adapt-Abilities Scale-Short Form is the shortened version of the 24-item Career Adapt-Ability Scale – International Form developed by Savickas and Porfeli (2012). The short form was developed by Maggiori et al. (2017). The scale has 12 items in total and has four sub-dimensions (concern, control, curiosity, confidence) each consisting of three items. The adaptation study of the scale into Turkish was conducted by Işık et al. (2018). The increasing scores in the five-point Likert-type scale indicate an increase in career adaptability. The adaptation study of the scale into Turkish was carried out with high school students, university students, and adult workers. For the working adult sample, the fit indices were $\chi^2/df=2.83$, GFI = .914, CFI = .941, TLI = .922, RMSEA = .082. The Cronbach's alpha internal consistency coefficient of the scale in the working adult sample group varies between .80 and .91 for all dimensions and the scale as a whole. In this study, the Cronbach's alpha internal consistency coefficient calculated for the total scale was found to be .86.

2.3.3. Effective Counselor Characteristics Assessment Scale

The Effective Counselor Characteristics Assessment Scale was developed by İkiz and Totan (2014). Aiming to assess counselors' intellectual competence, energy, flexibility, support, goodwill, and self-awareness characteristics, the scale has a six-factor structure with 26 items. The five-point Likert type scale has responses between “does not define me at all” (1) and

“defines me totally” (5). For the reliability and validity works of the scale, the scale was administered to 394 counselors by the researchers, the statistical confirmation level of the six-factor theoretical model was examined by second-level confirmatory factor analysis, and it was determined that the six-factor structure of the scale was confirmed, the items were significant explanatory factors of the factors they belonged to, and the standardized parameter estimates were positive. The internal consistency coefficient for the scale’s total score was calculated as .90. In this study, the internal consistency coefficient of the scale was found to be .93.

2.4. Data Analysis

Before the analysis, firstly whether the data showed a normal distribution was tested. The results showed that the data showed a normal distribution. The relationships between career adaptability, career decision regret, and effective counselor characteristics were examined by Pearson’s correlation analysis. Regression analysis based on the bootstrap method was performed to determine the predictive power of career adaptability and career decision regret on effective counselor characteristics and to reveal whether career decision regret has a moderating role in the relationship between career adaptability and effective counselor characteristics. It is suggested that more reliable results are obtained with the bootstrap method compared to traditional methods (Hayes, 2018). In the bootstrap analysis, 10,000 resampling and 95% confidence intervals were used. Slope analysis was conducted to see the effects on the moderator role of career decision regret. Slope analysis is performed to determine under which conditions (low-moderate-high) the moderating effect is significant (Aiken & West, 1991). Data analysis was performed with the SPSS 25.0 program and Process Macro 3.5 software package. Process Macro application, continuous variables were centralized, and three categories, namely, low, moderate, and high, were presented.

RESULT

3.1. Findings Regarding the Correlation Analysis

The findings of the correlation analysis performed to determine the relationships between counselors’ career adaptability, career decision regret, and effective counselor characteristics are presented in Table 1.

Table 1

Correlation Values Between Variables and Descriptive Statistics

Variables	1	2	3
1. Career Adaptability	—		
2. Career Decision Regret	-.37**	—	
3. Effective Counselor Characteristics	.58**	-.40**	—
Mean	49.57	26.55	103.93
Standard deviation	6.18	21.50	12.80
Skewness coefficient	-.62	.94	-.04
Kurtosis coefficient	.95	.72	-.16

** $p < .01$

Table 1 shows that there is a positive relationship between effective counselor characteristics and career adaptability ($r = .58, p < .01$) and a negative relationship with career decision regret ($r = -.40, p < .01$). There is also a negative relationship between career adaptability and career decision regret ($r = -.37, p < .01$).

3.2. Findings to Determine the Predictive and Moderating Effect

Regression analysis based on the bootstrap method was performed to determine the predictive power of career adaptability and career decision regret on effective counselor characteristics and to reveal whether career decision regret has a moderating role in the relationship between career adaptability and effective counselor characteristics. Analysis results are presented in Table 2.

Table 2

Regression Analysis Results Showing the Moderating Effect

Variables	β	SE	t
Constant	103.35*** [102.35, 104.36]	.51	201.85
Career adaptability (X)	1.11*** [.93, 1.28]	.08	12.70
Career decision regret (W)	-.14*** [-.18, -.09]	.02	-5.67
Moderating effect (X.W)	-.11*** [-.018, -.006]	.01	-3.86

$R = .63$, $R^2 = .39$; *** $p < .001$. SE: Standard Error; Values in parentheses show confidence intervals. Non-standardized beta coefficients (b) were reported.

Table 2 shows that career adaptability has a significant positive predictive effect on effective counselor characteristics ($\beta = 1.11$, $p < .001$). Career decision regret is a significant negative predictor of effective counselor characteristics ($\beta = -.14$, $p < .001$). In addition, it was concluded that the moderating effect of career decision regret between career adaptability and effective counselor characteristics was significant ($\beta = -.11$, $p < .001$). Career adaptability and career decision regret explain 39% ($R^2 = .39$) of the variation in effective counselor characteristics.

Slope analysis was conducted to determine under which conditions (low-moderate-high) the moderating effect of career decision regret is significant in the relationship between career adaptability and effective psychological counselor characteristics. Slope analysis results are presented in Figure 2.

Figure 2

Graphical Representation of the Moderating Effect of Career Decision Regret

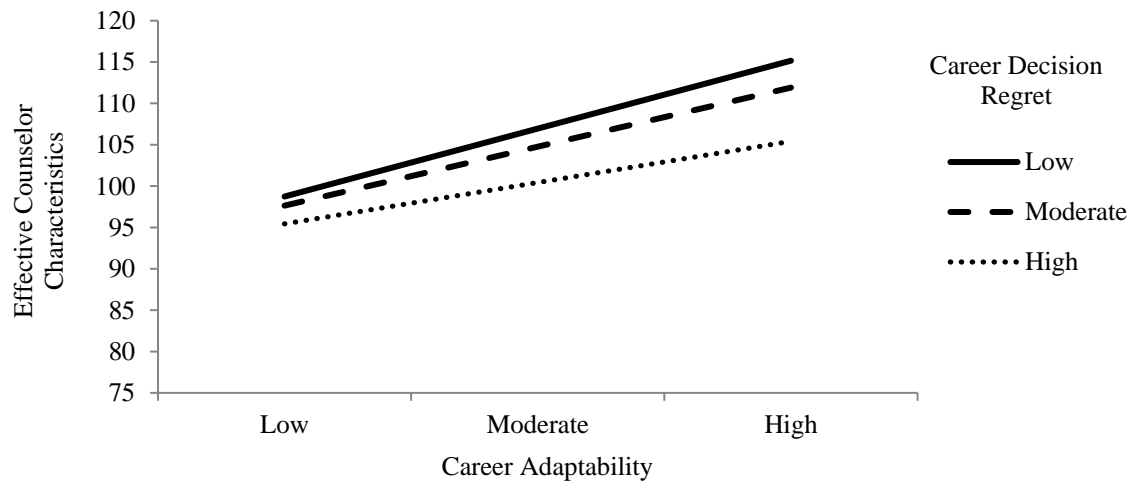


Figure 2 shows that career adaptability has an influence on effective counselor characteristics in all three cases when career decision regret was low ($\beta = 1.36, p < .001$), moderate ($\beta = .118, p < .001$) and high ($\beta = .83, p < .001$). This effect is greatest when career decision regret is low. As career decision regret increases, the effect of career adaptability on effective counselor characteristics decreases.

DISCUSSION CONCLUSION AND RECOMMENDATIONS

In the present study, the relationships between career adaptability, career decision regret, and effective counselor characteristics were examined. It was concluded that career adaptability is a positive predictor, and career decision regret is a negative predictor of psychological counselor characteristics. It was also concluded that career decision regret has a moderating role in the relationship between counselors' career adaptability and effective counselor characteristics. These study results are discussed in detail below.

When H_1 was tested, it was concluded that counselors' career adaptability is a positive predictor of effective counselor characteristics. In line with this result, in their study, Kalay-Usta and Deniz (2019) concluded that there is a positive relationship between counselors' career adaptability and effective counselor characteristics. In Turkey, counselors receive the title of counselor after completing their undergraduate education. Although there is a standard counselor education in Türkiye, there are qualitative problems in counselor education (Eryılmaz & Kara, 2020). There are research results putting forth that counselors receive insufficient training in the fields of supervision practices, and vocational and educational counseling (Tuzgöl-Dost & Keklik, 2012). Similarly, in another study assessing the counseling services offered to high school students, it was concluded that these services were not provided adequately (Yüksel-Şahin, 2012). An increase in career adaptability can be considered a way to cope with these problems (Eryılmaz & Kara, 2020) because, with the increase in career adaptability, individuals become more committed to their jobs, experience less job stress, and their job success increases (Akkermans et al., 2013; Fiori et al., 2015). In addition, an increase in career adaptability is also associated with an increase in variables regarded as counselor characteristics such as intellectual competence (Eryılmaz & Kara, 2020), self-awareness (Spurgeon et al., 2012), self-efficacy (Marcionetti & Rossier, 2021). The strong sense of curiosity of psychological counselors towards their profession may contribute to the increase in self-awareness and intellectual competence qualities of being an effective psychological

counselor. That in other words, counselors with a developed sense of curiosity about their career are aware of the factors that affect their clients and how these factors affect them. And they can be eager, quick and creative in solving their problems. In addition, having a high sense of interest and control over career development may contribute to counselors' goodwill, energy, and supportive qualities. Because it is stated that effective counselors strengthen the hope of their clients, work constructively for the good of the client, and focus on increasing their courage to make independent decisions (Cormier & Cormier, 1991). In addition, counselors' sense of confidence about their careers may contribute to the development of flexibility, which is seen as an effective counselor quality. The fact that a counselor has a positive feeling that he/she can perform his/her professional duties can help him/her to recognize the needs of his/her clients. As a matter of fact, some studies have indicated that effective counselors have high self-efficacy and professional satisfaction (Genç & Yüksel Şahin, 2020; Yıldırım Kurtuluş & Yüksel Şahin, 2023). Therefore, counselors' career adaptability can be a predictor of effective counselor characteristics.

When H_2 was tested, it was concluded that counselors' career decision regrets are a negative predictor of effective counselor characteristics. In the literature review conducted, no study examining counselors' career decisions and effective counselor characteristics together were found. However, another study conducted with employees from different professions revealed that career decision regret has a negative effect on the quality of the work that individuals do (Santra & Giri, 2017). This result is in parallel with the result of the present study. Career decision regret is associated with a decline in professional performance and characteristics (Tian et al., 2019) because career decision regret is negatively associated with individuals' self-efficacy perceptions and outcome expectations (Biricik, 2019). Also, employees who experience career decision regret experience work-related burnout (Doğanülkü & Kırdök, 2021). Furthermore, the feeling of professional belongings of individuals who regret their career decision weaken and they cannot adequately demonstrate their professional requirements (Koo et al., 2021). Moreover, individuals with career decision regrets are also closed to professional development (Dyrbye et al., 2018). These may cause individuals with career decision regrets to not be able to demonstrate their professional characteristics effectively because individuals' having a sense of belonging to their careers, taking initiatives towards professional development, and their self-efficacy are effective in displaying effective counseling qualities (Brown-Rice & Furr, 2016; Yayla & İkiz 2017). When the research findings presented above are evaluated together, it can be stated that individuals who experience high career decision regret cannot put forward thoughts and behaviors that will sustain their career development. From this point of view, it may be possible to improve the qualifications of effective psychological counselors in order to provide better service to the changing world and the clients who are affected by it. However, a counselor with high career decision regret may have a negative attitude towards the characteristics that need to be developed such as self-awareness, flexibility, energy, intellectual competence, support and goodwill. Therefore, these situations may be effective in the fact that counselors' career decision regrets are predictive of effective counselor characteristics.

When H_3 was tested, it was concluded that career decision regret has a moderating role in the relationship between career adaptability and effective counselor characteristics. As counselors' career decision regrets increase, the effect of career adaptability on effective counselor characteristics decreases. Career adaptability develops as a result of actions such as conducting professional research, taking responsibilities related to career, being concerned with the future, and searching for career opportunities (Savickas, 1997; Savickas, 2002; Savickas, 2013). Emotions, on the other hand, are effective on the actions of individuals and can have stimulating or stopping effects (Goleman, 2009). Regret is also a strong emotion and therefore can have an impact on the actions of individuals (Bonifield & Cole, 2007; Le & Ho, 2019). In this context, individuals who regret their career decision may experience a lack of motivation in

carrying out activities aimed at improving their career adaptability. Furthermore, career decision regret is associated with employees' low professional performance and characteristics (Santra & Giri, 2017). The results of the study showed that an individual's experiencing career decision regret may affect his/her adaptive abilities related to his/her profession. Counselors who experience career decision regret may not be able to use their career adaptation skills (interest, control, curiosity and confidence) effectively. This situation may create an obstacle in gaining knowledge, skills and experience related to one's career. For example, a person who is not interested in his/her career decision may not be able to use his/her sense of curiosity actively, and it may be difficult for him/her to gain the knowledge and skills he/she needs to learn about his/her profession. In addition, considering the positive relationship between career adaptability and effective counselor characteristics, counselors who experience career decision regret may not develop qualities such as self-awareness, flexibility, energy, intellectual competence, support, and goodwill at a sufficient level, which would be facilitated by career adaptability. For example, it may not be easy for a counselor experiencing career decision regret to be energetic towards his/her clients, to have intellectual competence, and to develop self-awareness. The research findings presented above support this situation. Therefore, the fact that career decision regret is a structure related to counselors' career adaptability and effective counselor characteristics and that it may have an influence on these variables may be a source for it to serve as a moderator in this relationship.

The results of the present study should be carefully regarded in the context of their limitations. The study findings are based on the subjective views of the participating counselors. Cross-sectional and correlational design was employed in this study. Experimental researches and longitudinal studies can be carried out in order to reveal the causal relationships between the variables in the study. This study was conducted with counselors working in public institutions in a city in the Southeastern Anatolia Region of Türkiye. Environmental factors related to the environment/region where individuals work may have an impact on their career decision regret. Moreover, working in private institutions instead of public institutions may create a different kind of convenience or difficulty, and may have an impact on individuals' career decision regret. For this reason, similar studies can be carried out with counselors who works not only public institutions also in different working environments such as in private sectors.

In line with the study results, some recommendations are presented for researchers and practitioners. In the in-service training or psychoeducation programs that will be organized to improve the effective psychological counselor characteristics, training can be provided to improve counselors' career adaptability skills. In addition, by providing career counseling services for counselors who have career decision regret, the probable negative impact of career decision regret on effective counselor characteristics can be reduced. Regret is a powerful emotion. Emotion regulation programs can be developed for counselors who experience career decision regrets, so they can have control over or regulate their emotions. Thus, the probable negative effect of career decision regret on effective counselor characteristics can be prevented. Studies can be conducted to reveal the factors (e.g., environmental factors, economic factors, individual factors) affecting counselors' career decision regret. Therefore, by interfering with individuals' career decision regrets, effective psychological counselor characteristics can be improved. In this study, career adaptability and effective counselor characteristics were examined in the context of the moderating effect of career decision regret. In addition, studies can be conducted to examine the relationship between variables such as job satisfaction, salary satisfaction, and administrative support, which are related to the career of psychological counselors, and effective counselor characteristics.

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GENİŞLETİLMİŞ ÖZET

Giriş

Psikolojik danışma hizmeti bireyleri, aileleri ve grupları ruh sağlığı, iyilik hali, eğitim ve kariyer hedefleri açısından güçlendiren profesyonel bir ilişkidir (Kaplan & Gladding, 2011). Bu ilişkinin başarısı için psikolojik danışmanın özellikleri son derece önemlidir (Corey, 2008; Gladding, 2013; Lawson & diğerleri, 2007; Venart & diğerleri, 2007). Bu bağlamda etkili bir danışmanın sahip olması gereken özellikler sıklıkla çalışmalara konu olmuştur (Corey, 2008; Cormier & Cormier, 1991; Hackney & Cormier, 2008; Wampold, 2007). Bu nitelikleri geliştirmek amacıyla etkili psikolojik danışman nitelikleri üzerinde yordayıcı olabilecek değişkenleri belirlemeye yönelik araştırmalar yapılmıştır. Burada özellikle psikolojik danışmanların kariyer gelişim alanlarına ilişkin değişkenlerinin etkili psikolojik danışma nitelikleri üzerinde yordayıcı olabileceğine yönelik araştırma bulguları mevcuttur (Fiori vd., 2015; Zikic & Klehe, 2006). Son yıllarda psikolojik danışmanlık mesleği bağlamında kariyer uyumu sıklıkla yapılan araştırmalara konu olmaktadır (Demir & Ayaz, 2019; Duru & Gültekin, 2019; Eryılmaz & Kara, 2020; Kalay-Usta & Deniz, 2019; Kara & Eryılmaz, 2021). Nitelikli psikolojik danışmanların yetiştirilmesinde kariyer uyumluluğunun önemli bir kavram olduğu vurgulanmaktadır (Kara & Eryılmaz, 2021). Yapılan çalışmalarda psikolojik danışmanların kariyer uyum yeteneğinin entelektüel yeterlik (Eryılmaz & Kara, 2020), öz farkındalık (Spurgeon vd., 2012) ve öz yeterlik (Marcionetti & Rossier, 2021) gibi etkili psikolojik danışman özellikleriyle pozitif yönde ilişkili olduğu ortaya çıkmıştır.

Kariyer kararı bireylerin hayatındaki en önemli kararlardan biridir çünkü bu kararlar bireyler mesleklerini ve yaşam tarzlarını kendileri belirlerler (Çakır, 2004). Ancak bireyler gelecekte kariyer kararlarından pişmanlık duyabilmektedirler (Morrison & Roese, 2011). Hatta bazı araştırmalar bireylerin en çok kariyer kararlarında pişmanlık yaşadıklarını vurgulamaktadır (Lecci vd., 1994; Morrison & Roese, 2011; Roese & Summerville, 2005). Bireylerin kariyer kararlarıyla ilgili pişmanlıkları, kariyerleriyle ilgili yaptıkları faaliyetler üzerinde etkilidir (İpek vd., 2020; Köse, 2019). Araştırmalar, kariyer kararı pişmanlığının bireylerde düşük mesleki performansla ilişkili olduğunu ortaya koymaktadır (Sarıkaya & Khorshid, 2009; Tian vd., 2019). Diğer yandan bireylerin kariyerlerine ilişkin aldıkları kararlar aynı zamanda kariyer

uyum yetenekleriyle de ilişkilidir (Karacan-Özdemir & Ayaz, 2020). Dolayısıyla bu kararlar sonucunda yaşanan duygular, kariyer uyum düzeylerinin artması veya azalmasıyla ilişkili olabilir. Nitekim Doğanülkü ve Kırdök (2021) yaptıkları çalışmada kariyer kararı pişmanlığı ile kariyer uyum yeteneği arasında negatif bir ilişki tespit etmişlerdir. Yapılan açıklamalardan da görüldüğü üzere gerek kuramsal dayanaklar gerekse geçmiş araştırma bulguları etkili psikolojik danışman niteliklerinin kariyer uyumu ve kariyer karar pişmanlığı ile ilişkili olabileceğini göstermektedir. Ayrıca kariyer karar pişmanlığının kariyer uyumu ile de ilişkili bir değişken olduğu da ortaya konmuştur. Bu bağlamda bu çalışmada psikolojik danışmanların kariyer uyumu ile etkili psikolojik danışman nitelikleri arasındaki ilişkide kariyer karar pişmanlığının düzenleyici etkisi olup olmadığı incelenmiştir.

Yöntem

Araştırmanın katılımcıları kolay ulaşılabilir örnekleme yöntemiyle belirlenmiştir. Katılımcılar, Güneydoğu Anadolu Bölgesi'ndeki bir ilde kamu kurumlarında görev yapan 274'si kadın (%66) ve 141'i erkek (%34) olmak üzere toplam 415 psikolojik danışmandan oluşmaktadır. Katılımcıların yaş aralığı 23 ile 52 arasında değişmekte olup yaş ortalamaları 30.17'dir. Katılımcıların mesleki deneyimleri ise 1 ila 28 yıl arasında değişmektedir. Araştırmaya katılan psikolojik danışmanlardan 316'sı (%76.1) yüksek lisans, 95'i (%22.9) yüksek lisans, 4'ü (%1) doktora derecesine sahiptir. Araştırmada veri toplama amacıyla Kariyer Uyum Yetenekleri Ölçeği-Kısa Formu, Kariyer Karar Pişmanlığı Ölçeği ve Etkili Psikolojik Danışman Niteliklerini Değerlendirme Ölçeği kullanılmıştır. İlk olarak verilerin normal dağılım gösterip göstermediği test edilmiştir. Verilerin normal dağılım gösterdiği gözlenmiştir ve veri analizinde Pearson korelasyon analizi ve önyükleme yöntemine dayalı regresyon analizi yapılmıştır. Verilerin analizi Spss 25.0 programı ve Process Macro 3.5 yazılım paketi ile yapılmıştır.

Sonuç ve Tartışma

Psikolojik danışmanların kariyer uyumluluğu, kariyer kararı pişmanlığı ve etkili psikolojik danışman nitelikleri arasındaki ilişkileri belirlemek amacıyla yapılan korelasyon analizinde, etkili psikolojik danışman niteliklerinin kariyer uyumluluğu ile olumlu yönde, kariyer karar pişmanlığı ile ise olumsuz yönde anlamlı bir ilişkiye sahip olduğu bulgusu elde edilmiştir. Hem kariyer uyumu hem de kariyer karar pişmanlığının etkili psikolojik danışman nitelikleri üzerinde anlamlı bir yordayıcı olduğu sonucu elde edilmiştir. Araştırmada ulaşılan bir diğer bulgu ise kariyer karar pişmanlığının kariyer uyumu ile etkili psikolojik danışman nitelikleri arasındaki ilişkide düzenleyici rolde olmasıdır. Kariyer karar pişmanlığı arttıkça psikolojik danışmanların kariyer uyumlarının etkili psikolojik danışman nitelikleri üzerindeki yordayıcı etkisinin azaldığı görülmüştür.

Kalay-Usta ve Deniz (2019) yaptıkları çalışmada psikolojik danışmanların kariyer uyumu ile etkili psikolojik danışman özellikleri arasında pozitif bir ilişki olduğu sonucuna varmışlardır. Bu sonuç çalışmada ulaşılan sonuç ile paralellik göstermektedir. Kariyer uyum yeteneğinin artmasıyla bireyler işlerine daha fazla bağlanır, daha az iş stresi yaşar ve iş başarıları artar (Akkermans & diğerleri, 2013; Eryılmaz & Kara, 2020; Fiori & diğerleri, 2015). Dolayısıyla psikolojik danışmanların artan kariyer uyumu psikolojik danışman niteliklerinin gelişimine de olumlu yansır. Alanyazında psikolojik danışmanların kariyer karar pişmanlıkları ile etkili psikolojik danışman niteliklerini bir arada inceleyen bir çalışmaya rastlanmamıştır. Ancak farklı mesleklerden çalışanlarla yapılan bir araştırma, kariyer kararı pişmanlığının bireylerin yaptıkları işin kalitesi üzerinde olumsuz etki yarattığını ortaya koymuştur (Santra & Giri, 2017). Bu sonuç araştırmanın sonucuyla paralellik göstermektedir. Kariyer kararı pişmanlığı, mesleki performans ve özelliklerdeki düşüşle ilişkilidir (Tian vd., 2019). Buna bağlı olarak psikolojik danışmanların psikolojik danışman niteliklerinde bir düşüş olabilir. Kariyer karar pişmanlığında yoğun bir pişmanlık duygusu hakimdir. Duygular ise bireylerin eylemleri üzerinde etkili olup uyarıcı ya

da durdurucu etki gösterebilmektedir (Goleman, 2009). Pişmanlık da güçlü bir duygudur ve bu nedenle bireylerin eylemleri üzerinde etki yaratabilmektedir (Bonifield & Cole, 2007; Le & Ho, 2019). Bu bağlamda kariyer kararından pişmanlık duyan bireyler, kariyer uyum yeteneklerini geliştirmeye yönelik faaliyetleri yürütmede motivasyon eksikliği yaşayabilir. Ayrıca kariyer kararı pişmanlığı, çalışanların düşük mesleki performansı ve mesleki özellikleriyle de ilişkilidir (Santra & Giri, 2017). Dolayısıyla kariyer kararı pişmanlığının psikolojik danışmanların kariyer uyumu ve etkili psikolojik danışman özellikleriyle ilgili bir yapı olması ve bu değişkenler üzerinde etkili olabilmesi bu ilişkide düzenleyici bir rolde olmasına kaynak olabilir.