

Summary

(How) can individuals bring about adaptive changes in their development themselves? Building on the action phase model (Heckhausen, 1999) a 4 wave longitudinal study was conducted to investigate agency and adaptation in the transition from university to work. The sample consisted of 523 university graduates from four selected fields of study with favorable vs. unfavorable employment opportunities. Semi-structured interviews were conducted with 15 participants one year after graduation. Findings from latent growth curve modeling showed that individuals changed indeed after graduation and that individual agency predicted the direction of these changes. Specific motivational orientations (i.e., learning goals, goal self-concordance) predicted adaptive goal engagement, which in turn predicted subjective and psychological well-being as well as selected aspects of work adaptation. Most findings generalized across favorable vs. unfavorable employment contexts. The results are discussed referring to different theoretical frameworks, highlighting points of convergence with the qualitative findings and considering potential applications.

Dissertation: Claudia M. Haase (2007)

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Presentations

Haase, C. M., & Silbereisen, R. K. (2008, July). Goal adjustment profiles and well-being trajectories during a life-span transition in young adulthood. In C. Salewski (Chair), *Adaptive goal adjustment and well-being*. Symposium, International Congress of Psychology, Berlin, Germany.

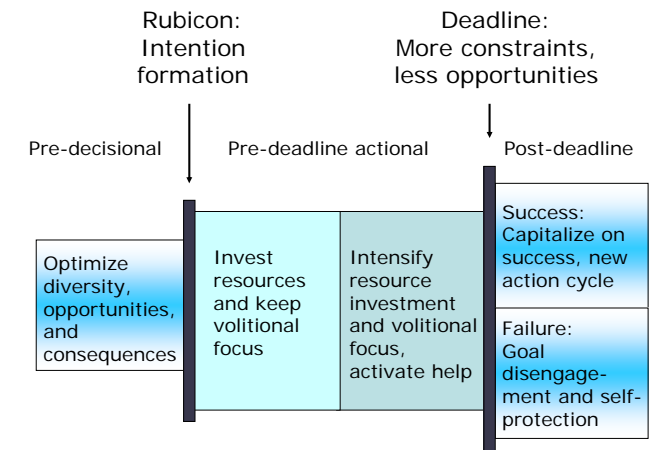
Haase, C. M. (2007, August). Life goals, control striving, and positive development during the transition from college to work. In J. Heckhausen (Chair), *Agency in the transition from school to work and college*. Invited symposium, European Conference on Developmental Psychology, Jena, Germany.

Manuscript in preparation

Haase, C.M., Silbereisen, R. K., & Heckhausen, J. Agency and adaptive development in the transition from university to work.

The AZUR Study: Ansichten, Zufriedenheit und Richtungen nach dem Studium (Views, Satisfaction, and Directions after Study)

- Data base for dissertation; further analyses are underway
- Sample
 - $N = 523$ German university graduates from 4 fields of study: favorable (medicine, psychology) vs. unfavorable (architecture, humanities) from 2 cohorts (2004/2005)
 - Representative in terms of gender, GPA, unemployment
- Design
 - Web-based 4-wave longitudinal study (T1: Graduation; T4: 1 year after graduation)
 - 69.% participated in at least 3 out of 4 waves
- Measures
 - Quantitative (Optimization in primary and secondary control, personal goals (life, career, partnership/family), self-efficacy, self-esteem, goal disengagement, subjective well-being, psychological well-being, career success)
 - Qualitative (15 semi-structured interviews)



Action-phase model of developmental regulation (Heckhausen, 1999)



Study website (now off-line as study has ended)

Press Coverage

Süddeutsche Zeitung, u_mag, ZEIT Campus (to appear)

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