




Proactive Personality and Career Adaptability: The Mediating Role of Career Pessimism*

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ABSTRACT

This study aimed to evaluate the mediating role of pessimistic views about the working world in the relationship between proactive personality and career adaptability in emerging adulthood. Using a regression analysis based on the bootstrap method, we tested whether pessimistic views about the working world have a mediating role in the effect of proactive personalities on an individual's their career adaptability. The study group consisted of 310 participants who were in the emerging adulthood stage. The results showed that pessimistic views about the working world mediated the relationship between proactive personality and career adaptability. These findings were discussed within emotional factors related to careers. Based on the research findings, theoretical and practical suggestions were presented, especially for career pessimism in emerging adulthood.

Keywords:

Proactive personality, career adaptability, career pessimism, mediating role

1. Introduction

Emerging adulthood is an important age period due to the experiences of developing individuals during the transition to working life (Ng & Feldman 2007). Many individuals in this period feel confused about making critical decisions regarding their careers (Miller & Rottinghaus, 2014). Also, individuals in emerging adulthood often experience indecision about career choice (Penn & Lent, 2018). In this indecision process, career adaptability has an important position in facilitating the individual's adaptation to changing conditions and providing access to opportunities.

With developments in modern times, personality has become more associated with occupations and has become more worthy of research (Savickas, 2008). Along with these developments and changes, personality traits have started to take place in the context of personal factors that affect the career adaptability of individuals. Unlike some contributions to career adaptability, proactive personalities or pessimistic views about personalities can have a large impact on lives and have a strong influence on decision-making processes (Osipow, 1999). From this point of view, we think that personality-related factors should be considered more theoretically than career adaptability.

Just like the positive structure of career adaptability, proactive personality also emphasizes the positive characteristics of individuals in emerging adulthood, such as learning and development; undertakes the task of an effective support mechanism in creating sustainable career goals (Porath et al., 2012). However, there are

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a few studies discussing the relationship between these two structures that feed on each other and are similar to each other.

The relationship between proactive personality and career adaptability seems to be covered in detail in some studies, despite limited research. It is noteworthy that there is a strong relationship between these structures, especially in studies conducted on young adult groups (Cai et al., 2015; Hou, Wu & Liu, 2014; Jiang, 2016; Öncel, 2014; Pan et al., 2018; Tolentino et al., 2014; Wen et al., 2022). Despite these studies, studies dealing with cognitive-based emotional factors related to careers are limited. This research purposes to supporting the proactive personality and career adaptability link in emerging adults with a moderated approach..

Another important aspect of the current study that differs from other studies is that it approaches personality structure in the context of a proactive structure that emphasizes the emotional and cognitive bases, unlike traditional approaches. In the studies, the relationship between personality traits and career adaptability was mostly examined by the Five Factor Personality Model (Costa & McCrae, 1992). Unlike this model, we believed that it was important to use structures that emphasize the decision-making aspect of personality and include emotional aspects such as optimism and pessimism. Along with emotional aspects, pessimistic views also emphasize the cognitive structures of individuals regarding career (Gati, Asulin-Peretz & Fisher, 2012). In this sense, we say that examining pessimistic views in the context of career compatibility and personality will fill an important gap in the field by providing a widespread perspective. Lastly, the present research contributes to this field by discussing a moderated model to explore possible mechanisms principal the relationship between proactive personality and career adaptability, particularly career pessimism.

1.1. Career Adaptability

Career adaptability is clarified as an individual's ability to state his or her readiness for a job role as well as his or her ability to cope with predictable or unforeseen changes in the job (Savickas, 2012). Career adaptability includes the capacity of individuals adapt to changing situations (Hamtaux, Houssemand & Vrignaud, 2013). Career adaptability contains four dimensions: (concern, control, curiosity, and confidence) (Savickas, 1997). Firstly concern, refers to the individual's arrangement for the future. Control represents the liability for career planning. Curiosity refers to exploring options. Confidence refers to having self-efficacy towards achieving career goals (Savickas, 2005).

Career adaptability begins to take shape in the early years of life (Hartung, Porfeli & Vondracek, 2008) and affects career development throughout the lifespan of individuals, particularly in emerging adulthood (Liang & Yi, 2017). Individuals with high career adaptability are more accomplished in finding better job opportunities and successfully transitioning from school life to work experience (Koen, Klehe & Van Vianen, 2012) and so they can feel better (Hartung & Taber, 2008).

Career adaptability is an major structure for individuals to continue their career development in the constantly fluctuating work life (Savickas, et al., 2009). Also, career adaptability appears qua crucial competency in today's rapidly developing and changing professional business life (Hamtaux, Houssemand & Vrignaud, 2013) and is becoming an increasingly critical element of career development as it makes it easier to adapt successfully and be proactive in today's rapidly changing business conditions (Klehe et al., 2012). Considering the current conditions, we think it is important to address the relationship between career adaptability and a proactive personality.

1.2. Proactive Personality

Proactive personality has the meaning taking active action towards the future by evaluating problem situations not only past but also present (Bateman & Crant, 1999). Proactive individuals are open to learning and tend to take action by exploring possible opportunities in the face of challenging conditions (Lambert, Eby & Reeves, 2006). Moreover, it enables them to stay active even in the face of limited situations in the environment (Parker, Bindl & Strauss, 2010). Individuals with proactive personality traits perform their behaviors for the purpose of change and development (Bindl & Parker, 2010). So they are more committed to their career goals (Crant & Bateman, 2000) and are more successful in career adaptation by continuing their career development (Jiang, 2017). Individuals with a proactive personality actively act in this direction by participating in career development activities (Thompson, 2005).

Proactive personality is associated positively with career satisfaction (Boyar & Güngörmüş, 2016; Erdogan & Bauer, 2005; Kale, 2019), career success (Seibert, Crant & Kraimer, 1999), career self-efficacy (Fuller & Marler, 2009), and a successful job hunting (Brown et al., 2006; Claes & De Witte, 2002). Proactive personality traits positively affect career adaptability (Özdemir, 2019) and are associated with readiness for change (Spitzmuller, Sin, Howe & Fatimah, 2015). On the other hand, individuals with a proactive personality are more possible to participate in events that can evolve their career adaptability (Cai et al., 2015; Guan et al., 2017). Lastly, researches showed that proactive personalities have an indirect effect on job hunting performance through career adaptability (Pan et al., 2018). The role of negative emotions comes to the fore in the career-indecision situations experienced by individuals (Brown & Rector, 2008). One of these feelings is pessimism.

1.3. Career Pessimism as a Mediator

Pessimism is a structure that reflects the negative expectations of the individual, especially about the future (Chang, 2001). Pessimism and pessimistic views play an important role in emotional and personality-related career decision-making difficulties. Also, these views are consistently expressed in relation to career indecision (Gati & Levin, 2014). Therewithal, high levels of pessimism being associated with low career and decision-making knowledge (Creed, Patton & Bartrum, 2002).

Pessimistic views emphasize the cognitive aspect of indecision and include negative beliefs about working life (Gati, Asulin-Peretz & Fisher, 2012). Pessimistic views includes three sub-categories: Pessimistic views about the process, the working world, and the control of the individual (Gati, Asulin-Peretz & Fisher, 2012). Notedly pessimistic views about the process, low self-efficacy for career decision-making comes to the fore (Öztemel, 2014b). There are external attributions in pessimistic views about the control of the individual (Rotter, 1966). The pessimistic view about the working world is "It is impossible to find a job in a good profession!" (Saka & Gati, 2007).

The negative emotional states experienced by individuals with pessimistic views are closely related to their ability to make decisions in many areas of life, such as career decisions (Saka, Gati & Kelly, 2008). Individuals with pessimistic views have difficulty clarifying their career goals (Viola, Musso, Inguglia & Lo Coco, 2016). Kelly and Shin (2009) examined the mediating effect of career pessimism among a lack of knowledge, which is noted the basic factor in career indecision, and neuroticism. In another study, Saunders, Peterson, Sampson, and Reardon (2000) stated that pessimistic view explain approximately 25% of the variance in career indecision. Braunstein-Bercovitz et al. (2012) found that pessimism plays a mediating role in the relationship among anxious attachment and career indecision. Wang et al. (2021) stressed proactive personality has a positive effect on career adaptability also emotional exhaustion plays a mediating role in this effect. Li (2019) investigated the relationship between proactive personality and career adaptability in a study of individuals studying at the university level. These results showed that there was a positive relationship among the individual's proactive personality and career adaptability. Furthermore, the conclusion that a proactive personality may predict career adaptability is supported.

Studies dealing with the relationship among proactive personality and career adaptability (Brown & Ryan-Krane, 2000; Cai et al., 2015; Guan et al., 2017; Hou, Wu, & Liu, 2014; Jiang, 2017; Öncel, 2014; Pan et al., 2018; Tolentino et al., 2014; Wen et al., 2022) have increased, especially in recent years. Additionally, there are some studies where proactive personality is an important predictor of career adaptability (Li, 2019). In many studies, the importance of the transition process from school to work for individuals in emerging adulthood in terms of career development has been emphasized (Chudzikowski, 2012; Murphy, Blustein, Bohlig & Platt, 2010; Phillips, Blustein, Jobin-Davis & White, 2002; Ulas & Yildirim, 2019; Wehman, 2013). While some studies emphasize the considerable negative relationship among pessimism and intrinsic motivation (Thompson & Gaudreau, 2008), some studies mention that dysfunctional personality traits can cause pessimistic views and thoughts or beliefs that are described as dysfunctional (Saka & Gati, 2007). In addition, the results showed that emotional and personality-related career decision-making difficulties were related self-esteem, neuroticism, extraversion, and conscientiousness (Öztemel, 2014a).

Finally, we would like to emphasize the studies in which career adaptability and negative factors related to careers are associated. Some studies have shown that career adaptability is related career anxiety (Boo, Wang & Kim, 2021; Gadassi, Gati & Wagman-Rolnick, 2013; Shin & Lee, 2019), stress (Zhuang, Jiang & Chen, 2021), and work stress (Fiori, Bollmann & Rossier, 2015; Maggiori et al., 2013), dysfunctional career thoughts (Sides,

2021) and career-choice pessimism (Shin & Lee, 2017). In addition to these studies, there are study findings showing that emotional exhaustion mediates the relationship among proactive personality and career adaptability (Wang et al., 2021). As seen, studies suggest that there may be some relationship between the career adaptability of negative emotion and behavior traits and pessimistic views about the world of work. Therefore, we used pessimistic views about the world of work as a mediating variable in this study.

In this sense, we think that it is important to consider the relationship between career pessimism, which is among the difficulties of emotional and personality-related career decision making, and proactive personalities. Notwithstanding the prominent emphasis of proactive personalities in career life, studies on the principal mechanisms by which proactivity influences career adaptability and career-related outcomes is yet limited (Wang et al., 2021). Hereby, it is notable to conduct studies examining the relationship among proactive personality and career outcomes (Özdemir, 2019; Seibert, Crant & Kraimer, 1999). For this reason, we suggested a model for the link among proactive personality and career adaptability. For this goal, answers to the following questions were sought:

- Is there a positive relationship between proactive personality and career adaptability?
- Is the relationship between proactive personality and career adaptability mediated by career pessimism?

2. Method

2.1. Model of the Research

This research was carried out using a cross-sectional predictive design, a type of correlational study. Cross sectional studies help to understand how the characteristics of a particular group are at the moment (Creswell, 2012) and the correlational survey model aims to determine the direction and degree of the relationship between two or more variables (Karasar, 2013). In this direction, we used the research model to investigate the relationship between proactive personality, career adaptability, and career pessimism in this study.

2.2. Participants

The study group for the current study consisted of 310 participants in the emerging adulthood session. 228 (73.5%) of the participants were female, and 82 (26.5%) were male. The mean age of the participants was 23.60 (SD = 5.25). 112 of the participants (36.1%) declared that they are currently working in a part-time or full-time job, and 161 (51.9%) made their last career decision. Participants answered to "Do you think the pandemic process has affected your career decision?" on a scale of 1–5 (1 = rarely, 5 = a great deal), and the mean was 3.14 (SD = 1.47).

2.3. Instruments

The Short Version of Proactive Personality Scale: The PPS was developed in 1993 (Bateman & Crant). The brief version was created in 2005 (Claes, Beheydt & Lemmens) and translated into Turkish in 2015 (Akin & Arıcı Özcan). The PPS Short Version consists of 10 items and is a 7-point Likert-type scale (1 = Strongly disagree, 7 = Strongly agree). "I am constantly on the lookout for new ways to improve my life" and "I am always looking for better ways to do things" are sample items of PPS Short Version. The Cronbach's alpha (α) was .83 of the original short version (Claes, Beheydt & Lemmens, 2005) and in this research Cronbach's alpha (α) was .85 (see Table 2).

Emotional and Personality Related Career Decision-Making Difficulties Scale (EPCD): The EPCD was developed in 2008 (Saka, Gati & Kelly) and adapted into Turkish (Öztemel, 2013). The scale consists of 53 items and is a 9-point Likert-type scale (1 = not describing me, 9 = describing me very well). The EPCD contains three main clusters (pessimistic views, anxiety, and self-concept and identity) and eleven subcategories. In this present study, we used only the pessimistic views cluster. Sample items from EPCD were "I have very little influence over the career I will finally have" and "I feel that I lack important vocational skills." Cronbach's alpha (α) was .80 of the original EPCD pessimistic views cluster (Saka, Gati & Kelly, 2008) and .70 of the Turkish version (Öztemel, 2018). In present study, Cronbach's alpha (α) was .81 (see Table 2).

Career Adapt-Abilities Scale-Short Form (CAAS-SF): The original version of the CAAS was first developed in 2012 (Savickas & Porfeli). The short form was developed in 2015 (Maggiori, Rossier & Savickas) and adapted into Turkish in 2021 (Erdoğan Zorver & Yeşilyaprak). The Career Adapt-Abilities Scale Short Form consists of 12 items. The CAAS-SF is a 5-point Likert-type scale (0 = Not Strong, 5 = Very Strong). "Thinking about what my future will be like" and "looking for opportunities to grow as a person" are sample items of the CAAS-SF. The Cronbach's alpha (α) was .92 of the original version short form (Maggiori, Rossier & Savickas, 2015) and adaptation form was .88 (Erdoğan Zorver & Yeşilyaprak, 2021). The Cronbach's alpha (α) was .88 in this study (see Table 2).

2.4. Procedure

Firstly, we contacted the authors by email and asked permission to use their instruments. Secondly, the ethics committee's permission for the present study was received. Finally, Google Forms was used to begin the data collection process. In this process, private information about the participants will not be collected, and confidentiality is guaranteed. Participants were reminded to make sure they answered all items before submitting their answers.

2.5. Data Analysis

Within the scope of the study, the accuracy of the data was checked before analysis (Tabachnick & Fidell, 2012). Outliers were checked using the Box Plot method. There were no outliers in the data on the PPS. On the other hand, outliers in CAAS-SF and EPCD were detected, and we removed the outliers. As a result, we removed 7 CAAS-SF data points and 5 EPCD data points from the data set. Finally, we used the Mahalanobis method to detect multivariate outliers. Consequently, we extracted six variables that we identified as multivariate outliers. After completely deleting outliers, we analyzed the study with the remaining 310 data points. We tested the mediating role of the hypothesis using Hayes' PROCESS Macro with Model 4 and estimated using the 5000 Bootstrapping method at a 95% confidence interval (Hayes, 2017). All data were analyzed using SPSS 24.

2.6. Ethical Approval

This study was approved by the Research Ethics Committee of Gazi University (2021/110).

3. Results

Table 1 shows the means and SDs for worker, non-worker and decided-undecided participants. As seen in Table 1, the pessimistic views cluster (EPCD) points of undecided participants were higher than those of decided participants, and decided participants had higher PPS and CAAS-SF scores than undecided participants.

In terms of working status, the PPS and EPCD (pessimistic views cluster) scores of non-worker participants were higher than worker participants; worker participants had higher CAAS-SF scores than non-worker participants.

An independent samples t test was used to determine whether there were significant mean score differences among decision and working status on EPCD (pessimistic views), PPS, and CAAS-SF. Results showed that the EPCD scores of undecided participants were higher than decided participants ($t(308) = 3.12, p < .01$), and non-worker participants had higher EPCD scores than worker participants ($t(308) = 2.29, p < .01$). Lastly, no significant differences were observed about the decision and working status.

Table 1. Means and Standard Deviations of the PPS, EPCD and CAAS-SF scores for Decided-Undecided and Worker-Non Worker Students

| Variables | Decided | | Undecided | | Worker | | Non Worker | | Total | |
|-----------|---------|------|-----------|------|--------|------|------------|------|-------|------|
| | M | SD | M | SD | M | SD | M | SD | M | SD |
| PPS | 55.12 | 7.25 | 53.58 | 7.36 | 54.37 | 6.83 | 54.38 | 7.61 | 54.38 | 7.33 |
| EPCD | 4.68 | 1.10 | 5.06 | 1 | 4.68 | 1.01 | 4.97 | 1.09 | 4.87 | 1.07 |
| CAAS-SF | 53.44 | 4.90 | 52.40 | 1.07 | 53.53 | 4.78 | 52.60 | 5.19 | 52.94 | 5.06 |

Note. PPS = Proactive Personality Scale; EPCD = Emotional and Personality-Related Career Decision-Making Difficulties; CAAS-SF = Career Adapt-Abilities Scale-Short Form. Sample Sizes: Decided 161, Undecided 149; Worker 112, Non worker 198.

Descriptive statistics and correlations are displayed in Table 2. The findings showed that PPS and EPCD were negatively correlated ($r = -.20, p < .01$). Besides, PPS was positively correlated with CAAS-SF ($r = -.54, p < .01$). Lastly, EPCD was negatively correlated with CAAS-SF ($r = -.22, p < .01$).

Table 2. Descriptive Statistics and Correlations

| Variable | Mean | SD | Range | (α) | (ω) | Skewness | Kurtosis | (1) | (2) | (3) |
|----------|-------|------|----------|--------------|--------------|----------|----------|-------|-------|-----|
| PPS | 54.38 | 7.32 | 33–70 | .79 | .90 | -.24 | -.23 | – | | |
| EPCD | 4.86 | 1.07 | 2.5–7.25 | .71 | .94 | .07 | -.36 | -.20* | – | |
| CAAS-SF | 52.93 | 5.06 | 40–60 | .82 | .81 | -.46 | -.59 | .54* | -.22* | – |

* $p < .01$

The mediating role of career pessimism between proactive personality and career adaptability was tested for significance using the bootstrapping procedure. For this purpose, we hypothesized the mediating role of career pessimism in the relationship among proactive personality and career adaptability (see Figure 1).

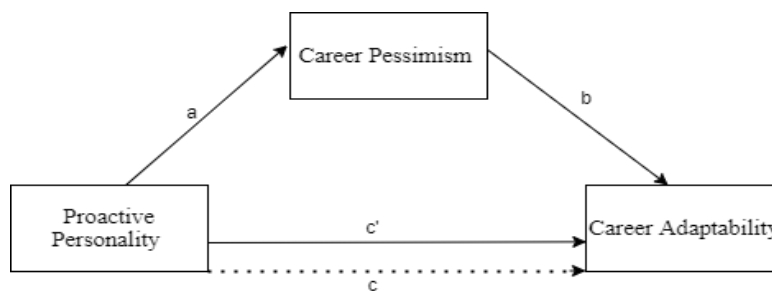


Figure 1. The Hypothesized Mediator Model

The results shows that proactive personality significantly and negatively effected career pessimism ($b = -.03, 95\% \text{ CI } [-.13, -.04], t = -3.54, p < .001$). Proactive personality predicted approximately 4% ($R^2 = .04$) of the variance in career pessimism (path a). Second, career pessimism significantly and negatively effected career adaptability (path b) ($b = -.57, 95\% \text{ CI } [-.99, -.09], t = -2.37, p < .001$). Proactive personality had direct effect on career adaptability (path c) ($b = .37, 95\% \text{ CI } [.31, .44], t = 11.20, p = .00$). Proactive personality and career pessimism predicted approximately 30% ($R^2 = .30$) of the variance in career adaptability. Besides, the indirect effect of proactive personality on career adaptability was significant by the mediating role of career pessimism ($b = .016, \% \text{ CI } [.002, .035]$) (see Figure 2).

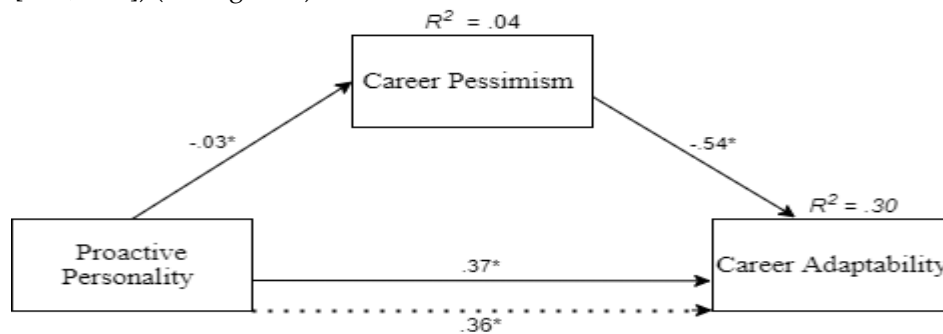


Figure 2. The Mediating Role of Career Pessimism in the Relationship Between Proactive Personality and Career Adaptability

4. Discussion

The purpose of this research was to investigate the mediating role of pessimistic views in the relationship between proactive personality and career adaptability. This study shows that proactive personality significantly and negatively effected career pessimism, career pessimism significantly and also negatively effected career adaptability, and proactive personality had a direct effect on career adaptability.

Some studies deal with the positive linkage among proactive personality and career adaptability (Brown & Ryan-Krane, 2000; Cai et al., 2015; Guan et al., 2017, Hou, Wu & Liu, 2014; Jiang, 2017; Öncel, 2014; Pan et al.,

2018; Tolentino et al., 2014). In addition to research on the relationship between these variables, there is evidence that proactive personality is positively linked to proactive behaviors (Fuller & Marler, 2009; LePine & Van Dyne, 1998). Furthermore, when we consider career adaptability as a proactive behavior (Reference), the fact that career adaptability contains proactive components suggests that career adaptability and proactive personality may be related. Alike, Wang et al. (2021) stated that proactive personality has a positive effect on career adaptability and however emotional exhaustion plays a mediating role in this effect. Specifically, proactive personality emphasizes the active side of individuals in life, and career adaptability is linked to the fact that individuals actively direct their careers even in changing conditions. In this respect, the results indicate a relationship among proactive personality and career adaptability.

In career pessimism, we can say that the current research results emphasize the importance of emotional factors for personality-related decision-making and career adaptability. In this direction, there are studies that indicate a relationship between career pessimism and both career adaptability and a proactive personality. Gati et al. (2011) found a relationship between emotional decision making difficulties in career and five factor personality traits. Saunders et al. (2000) found that relationship between pessimistic thoughts and career indecision. Kelly and Shin (2009) emphasized that the lack of information about career has an indirect effect on career pessimism. Park (2015) proposed that proactive personality significantly predicts career decision-making difficulties. Altogether, it is a remarkable finding that career pessimism, which is among the emotional and personality related career decision-making difficulties expressed by Saka, Gati, and Kelly (2008), is associated with proactive personality. Finally, given this pessimism is a structure toward the individual's negative expectations, particularly about the future (Chang, 2001), we would like to emphasize that the future perspective is one of the major factors and its relationship with career adaptability is important.

In addition to the main purpose of this study, it is also aimed at examining the existing variables according to the decisions and working status of the participants. According to the results, EPCD (pessimistic views cluster) points of undecided participants were higher than those of decided participants, and decided participants had higher PPS and CAAS-SF scores than undecided participants. In terms of working status, the PPS and EPCD (pessimistic views cluster) scores of non-worker participants were higher than those of worker participants, and worker participants had higher CAAS-SF scores than non-worker participants. Various explanations can be made to explain these findings.

Decision-making status has a significant place in emotional and personality-related career decision-making difficulties (Öztemel, 2018). In pessimistic views, express the view that individuals cannot effectively manage their career decision process (Öztemel, 2013). Similarly, some studies have shown that career pessimism is associated with career indecision (Creed, Patton, & Bartrum, 2004; Öztemel, 2014a) and low career adaptability (Creed, Patton, & Bartrum, 2004). The fact that pessimistic views in the current study are higher in favor of undecided individuals is in line with other studies conducted for this purpose (Albion & Fogarty, 2002; Bacanlı, 2012; Kleiman et al., 2004; Öztemel, 2013; Saka & Gati, 2007). Therefore, the relationship between career pessimism and decisions obtained to this research can also be evaluated from this perspective.

Given that environmental resources allow people to improve their current and future lives, it is expected that people with proactive personalities will face fewer negative consequences (Watkins et al., 2014). There are also research findings showing that proactive personalities are negatively related to career indecision (Park, 2015). In addition, proactive personalities are associated with positive outcomes in working life (Fuller & Marler, 2009). Assuming that clarification in career decision status is a positive career outcome, we can say that it is not surprising that decided individuals have proactive personalities. Similarly, high career adaptability is associated with career decisiveness (Chatterjee, 2013; Gadassi, Gati & Wagman-Rolnick, 2013; Gunkel et al., 2010).

Some studies have stated that individuals in emerging adulthood with high career adaptability tend to have a job (Guan et al., 2013). It is possible to evaluate career adaptability, which is expressed as the ability of individuals to be ready to get over the changes and difficulties they encounter in working life (Savickas, 2005), as being higher in working individuals from this perspective.

Some research results show that individuals with proactive personalities are more probably to have a high standart of employability (Ashford & Taylor, 1990; Fugate, Kiniki, Ashforth, 2004; Fuller & Marler, 2009). On the contrary, the current research results found that the proactive personality scores of the non-working

participants were higher than those of the employees. With the pandemic process, uncertainties in work life started to increase rapidly, and the negative emotions experienced by individuals in work life increased (Akkermans, Richardson & Kraimer, 2020; Zhou et al., 2021). These changes can be considered a possible reason for the current research findings.

5. Conclusion

The current study showed that career pessimism plays a mediating role in the relationship between proactive personality and career adaptability. Considering effect of pessimistic views on career adaptability, career services may be conducted to change these views. For example, it is thought that activities based on well-being (i.e., relaxation exercises, achievement-based work, and socially oriented activities) in the development of career adaptability can support individuals in gaining a healthier perspective. In this sense, it can be recommended to carry out studies that support the proactive personality traits of individuals in emerging adulthood.

In addition to making recommendations for practice, we can make some recommendations to researchers based on this findings of the current study. In another studies, the role of other emotional-personality-related variables (i.e., anxiety and uncertainty) in the relationship among proactive personality and career adaptability can be examined.

Proactive individuals can rising their career adaptability sources by aiming to be active in changing conditions through conservation of energy resources. In this sense, we conclude that studies that increase career adaptability are of critical importance, especially for individuals with proactive personalities. In spite of the critical importance of proactive personality in career development, considering the limited number of studies on effects of proactive personality on career adaptability (Wang et al., 2021), we recommend conducting studies on possible variables, especially career-related emotional factors.

In the current study, we observed that proactive personality scores were lower in non-working participants, unlike other research findings. We attempted to explain this situation in terms of increasing stress and uncertainty in the workplace as a result of the pandemic process. We suggest that possible causes should be addressed in future studies on this issue.

Lastly, the role of emotions in career development has been studied using various variables. In this study, we tried to deal with pessimism as one of these variables. We think that it is important to study the role of emotional variables in career development in future studies.

6. Declaration of Conflicting Interests

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