Business Students’ Receptiveness to Career Advice
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“Never continue in a job you don’t enjoy. If you’re happy in what you’re doing, you’ll like yourself; you’ll have inner peace. And if you have that, along with physical health, you’ll have more success than you could possibly have imagined.
— Roger Caras

Why does it matter?

➢ It is CRITICAL to offer career advice with appropriate strategies
Receptiveness to advice will help young adults to make good career decisions.

Method

• Participants: 28 Students (12 Females; 19 – 34 years old, average age = 25)

• Procedure & Measures:
  - Interview
    - Audio-recorded
    - Recall past advising experience
    - Picture-Story Exercise
  - Questionnaire
    - External Propensity
    - Tolerance for Ambiguity
    - Frequencies of Advice-Seeking Behaviors
  - Qualitative Analysis, n=6
    - LIWC software package
    - Detect motives for achievement, affiliation and power

Results

Need for achievement = strongest motive

Tolerance for Ambiguity

➢ Tolerance for ambiguity negatively affects receptiveness to career advice.
➢ However, tolerance for ambiguity is not significantly related to the frequency of asking for career advice

Non-expert advisors were used more often!

<table>
<thead>
<tr>
<th></th>
<th>Non-Experts</th>
<th>Experts</th>
</tr>
</thead>
<tbody>
<tr>
<td>Parents</td>
<td>M = 3.33,</td>
<td>M = 3.51,</td>
</tr>
<tr>
<td>Friends or Coworkers</td>
<td></td>
<td></td>
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<tr>
<td>Teachers or Career Advisors</td>
<td>M = 2.87,</td>
<td>M = 2.62,</td>
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<tr>
<td>Boss or a Experienced Person</td>
<td></td>
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Discussion

Conclusions:
1. Career advisors should build personal connections with students, so that students would be more receptive, and the advising practice would be more effective.
2. Career advisors should tailor advice to different students in order to improve advice quality.
3. Low tolerance for ambiguity students: detailed and specific career advice; High tolerance for ambiguity students: mention the benefits of career planning to attract them to engage in the advising process

Limitations & Future Research
1. The sample size is relatively small, and only business students
2. Future research should expand the scale and scope.
3. Effect of advisor’s expertise is inconsistent with the previous research; this may be due to students’ lacking opportunities to approach “expert” advisors.
4. Future research should examine participants’ willingness to ask for advice from different advisors to determine the true cause (lack of intention or opportunities)

References