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YUHSUAN CHANG received her PhD in counseling psychology from the Purdue University and finished APA-accredited internship at University of South Florida in the U.S. She is currently an Associate Professor and Director of English Bachelor Business Administration Program in the College of Management (AACSB accredited) at Yuan Ze University in Taiwan. She is a Licensed Counseling Psychologist in Taiwan as well as a management consultant in industry. Dr. Chang integrates her expertise in the development and application of assessment in organization with her experience in career psychology. She has helped Intelligent Electronics Institute in Taiwan's government to establish online personality competency test for employees in IC design industry. The developed test can be used in personnel selection, job training, leadership development, team building, and organizational culture evaluation.

Her research and professional interests include personality assessment, perfectionism, stress and coping, career management, and interview method, and workplace mental health promotion issues. She has published papers in the journal of Career Assessment, Personality and Individual Differences, Journal of Nursing Management, Health Policy, Psychological Reports, and etc. She has strong interest in developing personality and career-related measures that can be used for data-driven decision in combination of psychology knowledge. Also, she has examined the effect of personality of perfectionism relation to a variety aspect of job outcomes (e.g., burnout, job satisfaction). Recently, she has conducted studies related to assessment center as an interview method and investigated the impact of personality factors on personnel decision.

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TOO PERFECT TO BE COACHED: INVESTIGATING THE EFFECT OF COGNITIVE BEHAVIORAL COACHING ON REDUCING IRRATIONAL CAREER BELIEFS FOR PERFECTIONISTS

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ABSTRACT

This study aims to evaluate the effects of cognitive behavioral coaching (CBC) intervention on reducing irrational career beliefs in perfectionists. Cognitive behavioral intervention is one of the most investigated psychological approaches and has been used to address a substantial number of concerns, however, applying the CBC to investigate career concerns has been relatively lacking. This study used a quasi-experimental design and allows researchers to compare the CBC intervention with control groups without random sampling. Participants included 60 undergraduate students who were allocated to a CBC intervention group or to a control group. Those in the CBC group received CBC intervention consisting of three 2.5-hour training sessions. Students in the control group were not provided with any form of career intervention. Both groups of students were also informed about career counseling opportunities and referrals were offered if students indicated their interest in pursuing career counseling during the process of research. This study found that CBC is an effective intervention to reduce irrational beliefs during the career decision-making process. However, CBC intervention was most effective for nonperfectionist groups. Moreover, highly maladaptive perfectionism showed the least improvement after intervention. This study has implications for career coaching suggestions and training directions for psychologists and related professionals. The results of this study were in accord with those of previous studies and indicated that CBC can be applied in the general population for career coaching purposes. CBC intervention can assist reducing students' irrational beliefs and prepare them for better decision making to career management and leadership in the future.

Keywords: cognitive behavioral coaching, perfectionism, perfectionists, career intervention
