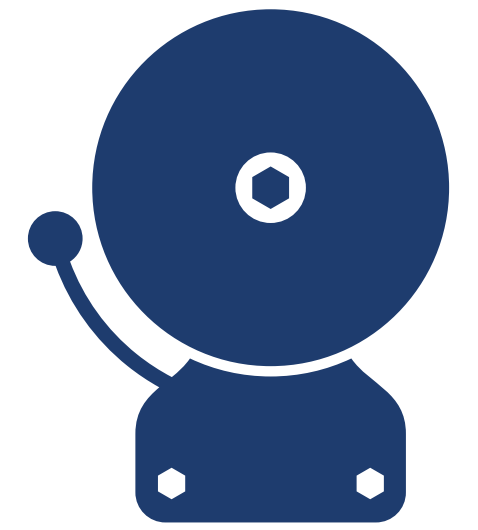


TOO PERFECT TO BE COACHED:



INVESTIGATING THE EFFECT OF COGNITIVE BEHAVIORAL THERAPY
ON REDUCING IRRATIONAL CAREER BELIEFS FOR PERFECTIONISTS

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- Career management and personality assessment/scale development
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About Perfectionism in Asian/Chinese Culture



Collectivism (Hofstede's model, 1980, 2001)

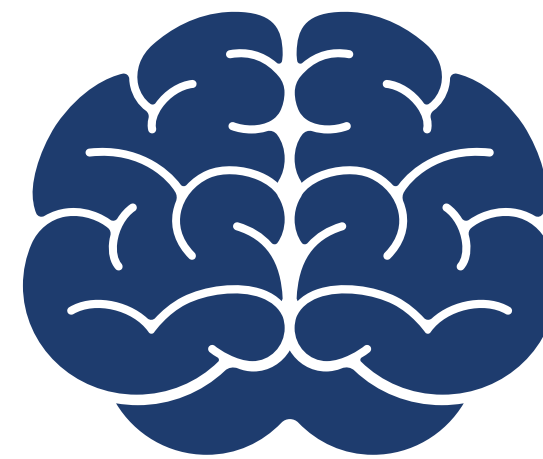
High Expectation from Parents

Wanting Recognition and Approval from others

—perfectionism

Observed problems from students

- Afraid of making career decision and asking questions
- Worry about other's evaluation
- Vulnerable about receiving feedbacks



RESEARCH QUESTION: WILL IT BE WORKING TO APPLY SOME EFFECTIVE CAREER COACHING METHODS FOR STUDENTS WITH THIS CONCERN?

Purpose of Study

- Evaluate the effect of cognitive behavioral coaching intervention for students with perfectionism
- Investigate different aspects of perfectionism in relation to reduce their career irrational beliefs
- Quasi-experimental design

INTRODUCTION OF THE CBC

- Cognitive Behavioral Coaching (CBC) was originated from Beck's cognitive behavioral therapy
- Cognitive behavioral intervention has been viewed as one of the most investigated psychological approaches in the past decades (Hofman et.al., 2012)
- The essence of the CBC is to "educate" individuals to be aware of effective thought patterns (Beck, 1991)
- CBC can be a useful practice for professionals to transform therapy into personal and executive coaching (Auerbach 2001; Sperry, 2004)

PERFECTIONISM

- Perfectionism is described as the inclination to set high standards and be extremely concerned about making mistakes (e.g., Hewitt & Flett, 1991)
- Perfectionism can consist of aspects including personal standards, parent expectations, parents' criticism, concern over mistakes, doubting of action, and organization (Hewitt & Flett, 1991)



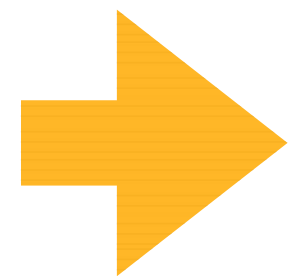
PERFECTIONISM AND CAREER DECISION

- Perfectionism can be thought as both positive quality and an harmful belief; for example, individuals with perfectionism might hold negative thoughts about career development procedure, experiencing worry about career choices, and feel pressure to make a perfect career decision (Osborn, 1998)



PERFECTIONISM AND CAREER INTERVENTION

- A plenty of researchers have suggested that cognitive intervention is an effective tool to help cognitive standards of perfectionists (e.g., Halgin & Leahy, 1989)
- Cognitive behavioral intervention has been applied with perfectionists with various clinical concerns in clinical populations



THE EFFECT OF COGNITIVE BEHAVIORAL INTERVENTION ON NON-CLINICAL POPULATION REMAINS UNCLEAR.

AIM OF THIS STUDY

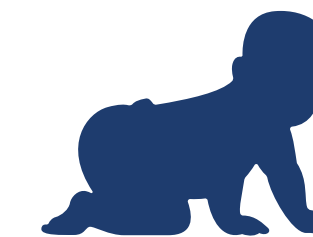
- Quasi-experimental study of CBC and evolution its effect on perfectionists: irrational belief scale was administered before and after intervention



EXPERIMENTAL
GROUP

- 2.5 hours session*3
 - ① Introduction of the CBC
 - ② Identifying career irrational beliefs
 - ③ Applying the CBC

CONTROL
GROUP



- Film watching and discussing career issues in general

PARTICIPANTS

Demographic Variables		CBC Group (n=36)	Control Group (n=56)	Total (n=92)
		n(%)	n(%)	n(%)
Gender	Male	7(19.4)	14(25.0)	21(22.8)
	Female	29(80.6)	42(75.0)	71(77.2)
Year in curriculum	Sophomore	0(0.0)	56(100.0)	56(60.9)
	Junior	27(75.0)	0(0.0)	27(29.3)
	Senior	9(25.0)	0(0.0)	9(9.8)
Major	BBA	20(55.6)	(0.0)	20(21.7)
	IB	3(8.3)	4(7.1)	7(7.6)
	EBBA	4(11.1)	52(92.9)	56(60.9)
	Finance	2(5.6)	(0.0)	2(2.2)
	Accounting	7(19.4)	(0.0)	7(7.6)
Birth Order	First born	19(52.8)	23(41.1)	42(45.7)
	Middle child	3(8.3)	6(10.7)	9(9.8)
	Last born	14(38.9)	23(41.1)	37(40.2)
	Only child	0(0.0)	4(7.1)	4(4.3)

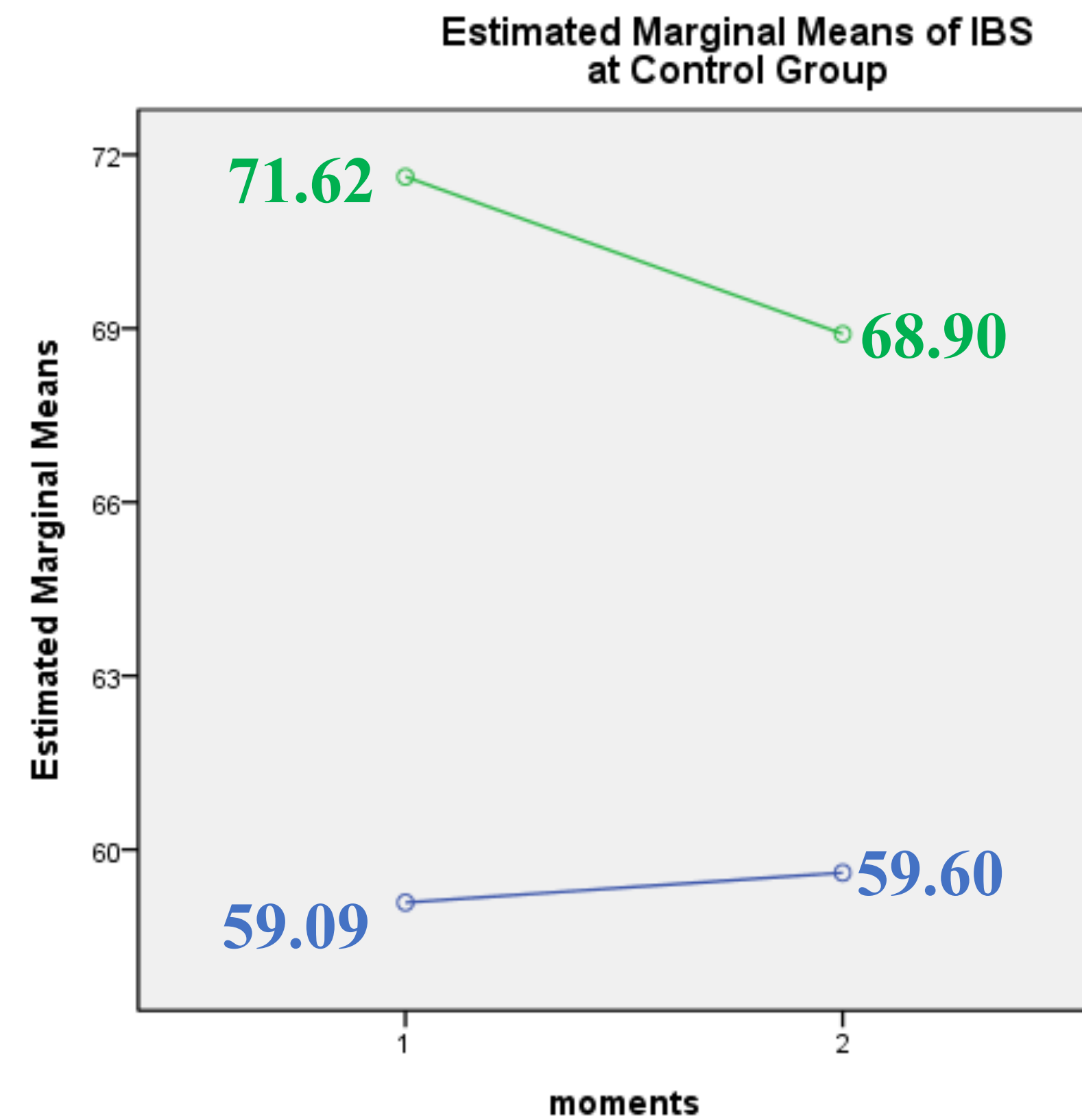
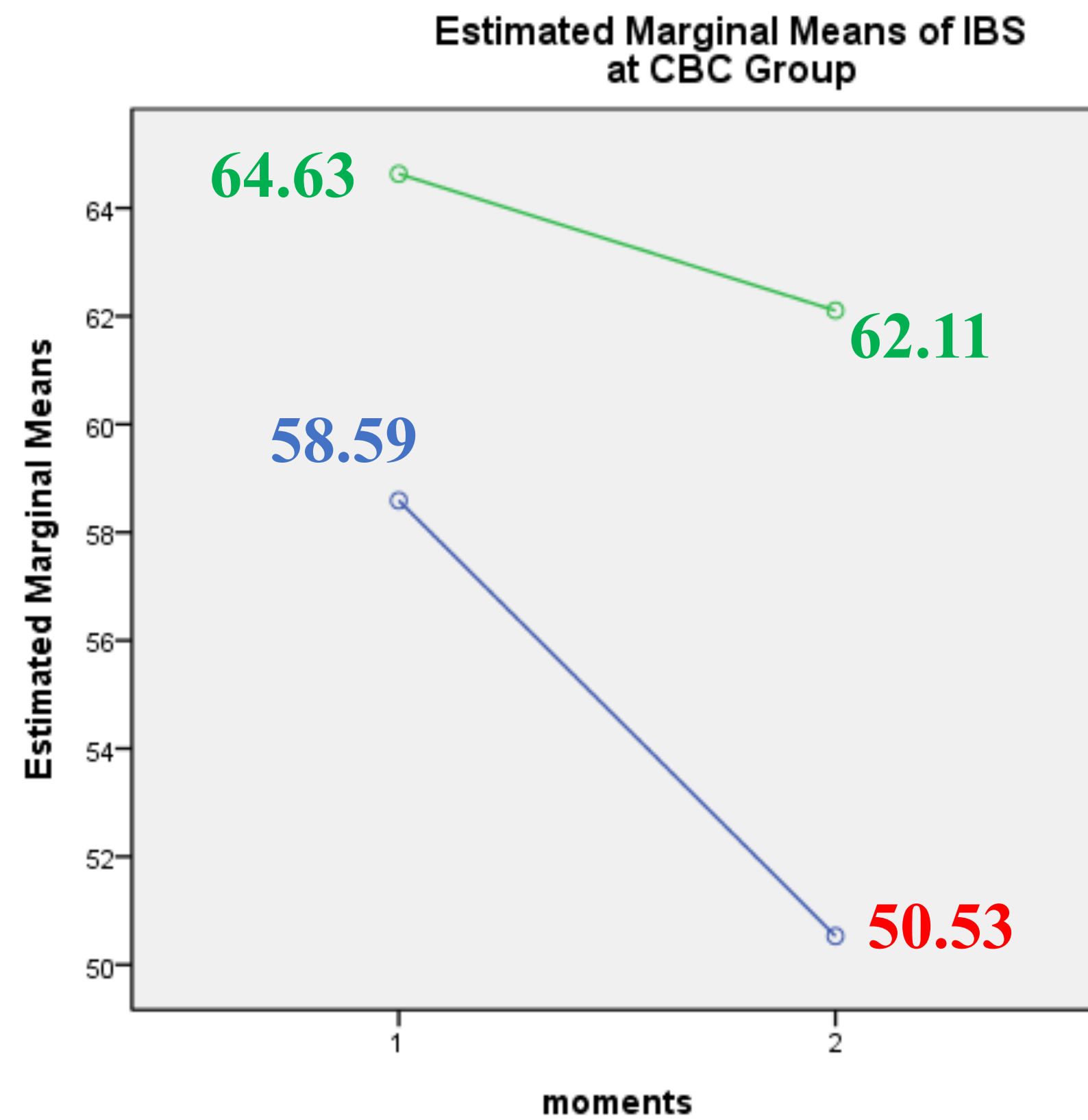
RESULTS

	1 Non-perfectionist		2 Perfectionist	
	CBC Group (N=17)	Control Group (N=35)	CBC Group (N=19)	Control Group (N=21)
AP	42	45	48	48
MP	44	49	59	73
IBS pretest	58.59	59.09	64.63	71.62
IBS posttest	50.53	59.60	62.11	68.9



Intervention Comparison

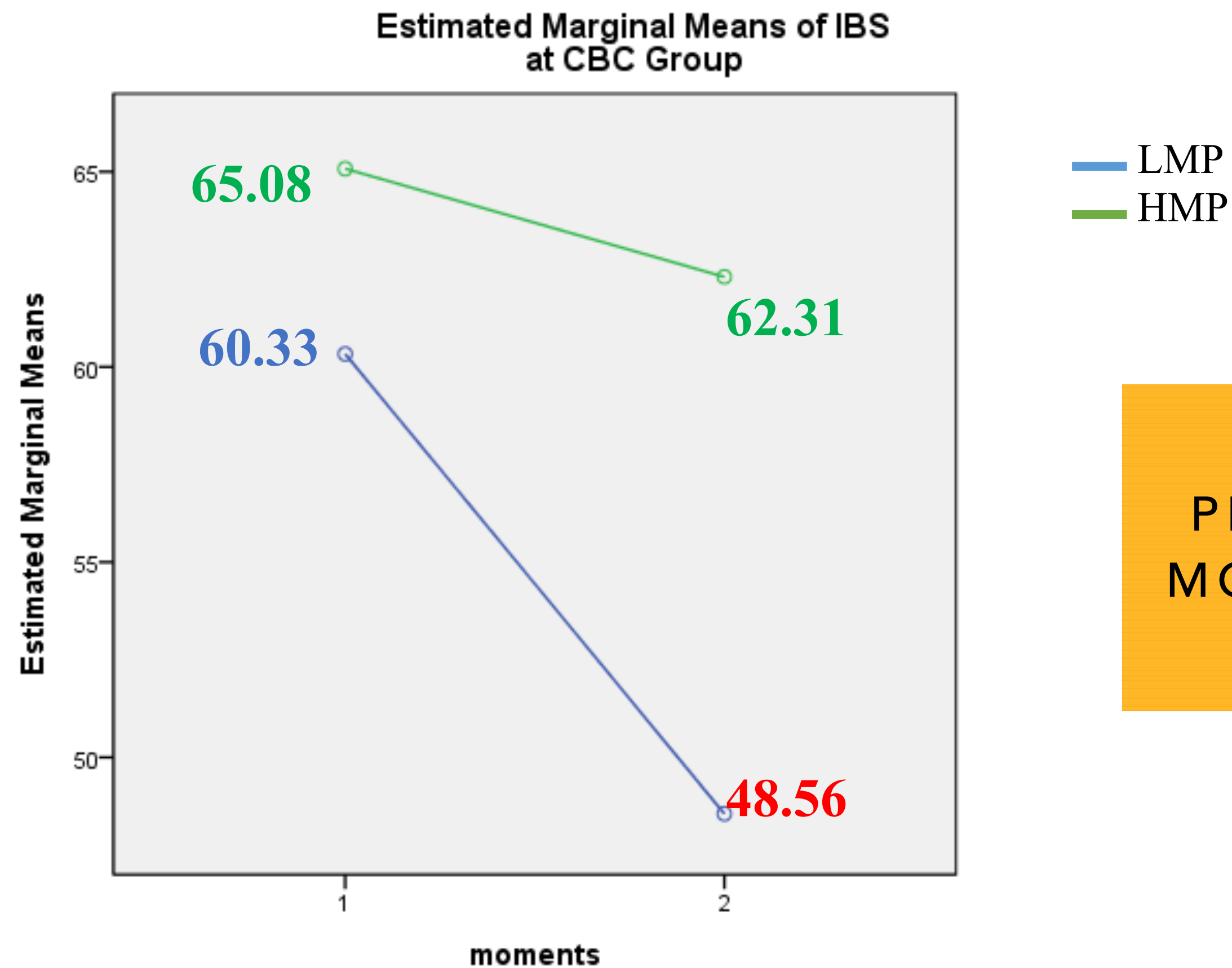
- Compare Non-perfectionist and Perfectionist



— Non-perfectionist
— Perfectionist

Intervention Comparison

- Compare HMP and LMP



LOW MALADAPTIVE
PERFECTIONISTS SHOWED THE
MOST DECREASE IN IRRATIONAL
BELIEFS

DISCUSSION

- CBC intervention can help reduce the degree of irrational beliefs
- Worked better for non-perfectionist groups as to perfectionist groups
- The effect of the particular impact of personality on decisional conflicts (Laethem, Mestdagh, & Vanderheyden, 2003)



DISCUSSION CONTINUED

- Maladaptive perfectionism showed the least improvement after intervention
- Maladaptive perfectionism shows unrealistically high expectations, ruminative concerns over mistakes, become aware of pressure from others to be excellent, be conscious large difference between one's performance and personal standards (Enns & Cox, 2002)

EDUCATIONAL IMPLICATIONS

- For individuals who are maladaptive perfectionism (MP), in-depth sessions may be needed instead of short-term career coaching programs
- Ganske & Ashby (2007) suggested:
 - A. Clarify the concept of inconsistency for MP
 - B. Make a thorough inquiry how this inconsistency might impede their career decision making
 - C. Help lead MP to focus on adaptive aspect of perfectionism

LIMITATIONS AND FUTURE STUDIES

- Increase the number of participants for intervention group
- For control group design, non-intervention can be added instead of film analysis
- For better learning outcomes, students' perfectionism tendency can be measured in consideration of educational intervention
- For research design, a particular career decision scenario can be offered to identify irrational beliefs instead of general measurement of irrational beliefs

QUESTION AND ANSWER SECTION

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