

**Appendix 5**  
**Commissioned Items—Robert Lent**

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## Educational Domain Variables (5) and Items (17)

### Educational Self-efficacy

1. I'm confident that I can earn strong grades in my educational program
2. I'm certain that I can understand the most difficult material presented in my courses
3. I'm confident that I can do an excellent job on my educational assignments
4. I'm confident that I could complete my degree despite financial pressures
5. I'm confident that I could complete my degree despite having competing demands for my time (e.g., from work or family)

### Educational Outcome Expectations

#### Completing my educational program will help me to ...

1. get a good job
2. get respect from people close to me (e.g., friends, family members)
3. earn enough money for the lifestyle I want to have

### Educational Interests

1. I really like my educational program on the whole
2. I am enjoying the courses in my field of study
3. I get totally absorbed in what I am studying

### Educational supports

1. I feel support from important people in my life for completing my educational program
2. My family members support my choice of educational program
3. I have access to a good mentor or advisor who can offer me advice and encouragement

### Educational Persistence Intentions

1. I am totally convinced that I will complete my educational program
2. I think that earning a degree or certificate in my field of study is a realistic goal for me
3. I am fully committed to completing my educational program

## Occupational Domain Variables (6) and Items (21)

Occupational Self-Efficacy (some items adapted from Dunn & O'Brien's, 2009, Self-Efficacy in Work Domains scale)

1. I'm confident that I can perform my job at a very high level of skill
2. I'm certain that I can solve big problems that occur at work
3. I'm confident that I can reach the goals I set for myself at work
4. I'm certain that I can do my work well despite time pressures
5. I'm confident that I can do my work well even when I need to juggle work with non-work responsibilities (e.g., in my family or community)

Occupational Outcome Expectations

Remaining at my current job will allow me to ...

1. get respect from other people
2. do work that I find satisfying
3. earn enough money for the lifestyle I want to have
4. work with other people who share my interests and values

Occupational Interests

1. I am really interested in my work
2. I often get totally absorbed in my job tasks
3. I rarely get bored when I am doing my job

Work Support

1. People at work are pretty supportive of me
2. There are people I can learn from at work
3. There are people I can turn to for help in solving a work problem

Job Satisfaction (items taken from Brayfield & Rothe's 1951 Index of Job Satisfaction)

1. I feel fairly well satisfied with my present job
2. Most days I am enthusiastic about my work.
3. I find real enjoyment in my work

Job Persistence intentions (adapted from several measures of job turnover intentions, e.g., Camman et al., 1979 – reframed items to assess persistence intentions rather than turnover intentions)

1. I plan to remain in my current job over the next year
2. I don't usually think about leaving this job
3. I feel pretty strongly committed to my current job

