

# NCCR-LIVES – IP 7 « Professional Trajectories: Impact of individual characteristics and resources, and cultural background. »

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## NCCR-LIVES

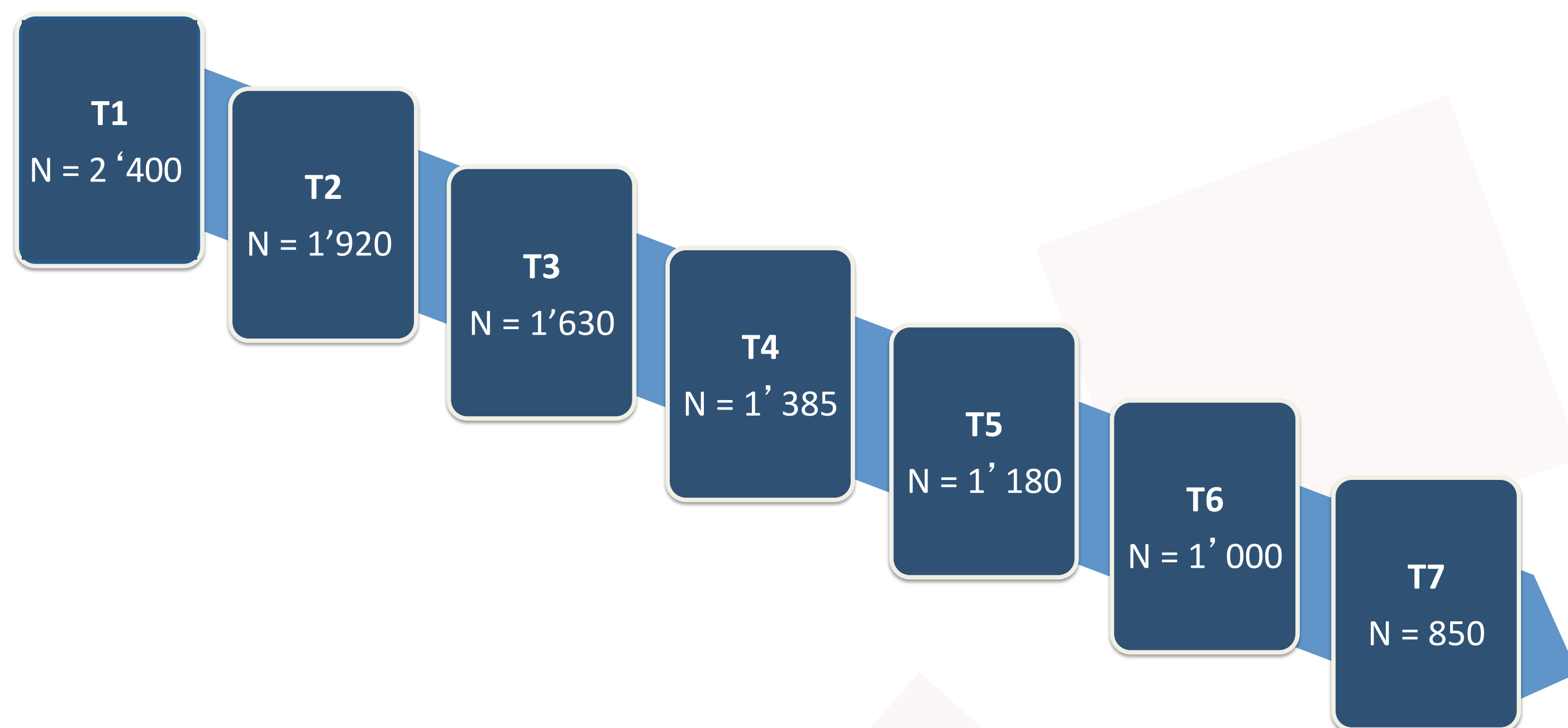
- The National Centre of Competence in Research (NCCR) – LIVES is hosted jointly by the Universities of Lausanne and Geneva. This NCCR aims to better understand the phenomenon of vulnerability as well as the means to overcome it so as to contribute to the emergence of innovative social policy measures. The 15 individual projects (IP) are characterized by an innovative, interdisciplinary and comprehensive approach which involves studying the complete life course of different groups of individuals.

## IP 7

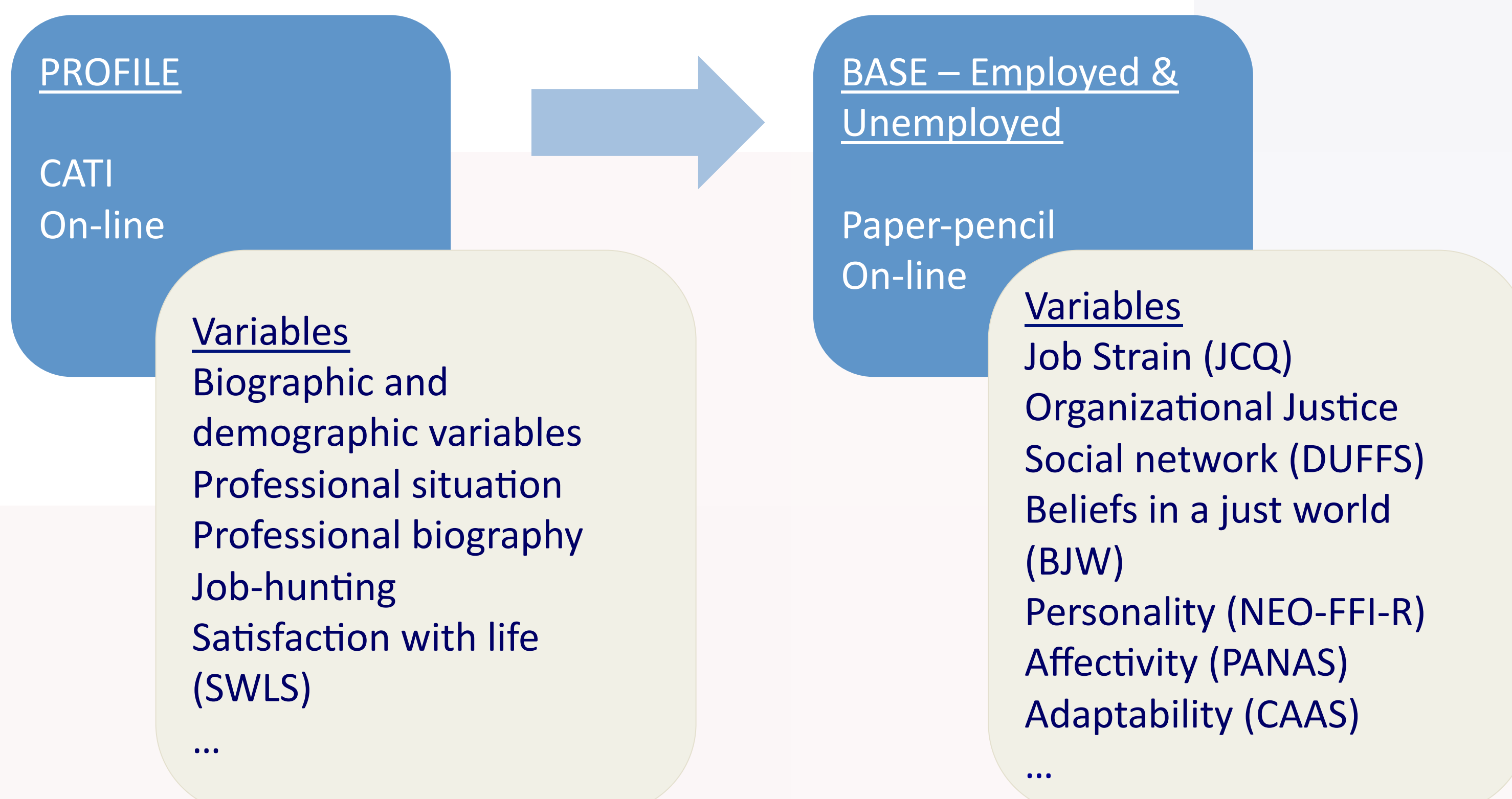
- **Aim** : This project, led by Prof. Jérôme Rossier, aims to systematically study the direct and moderating impacts of cultural background, individual characteristics such as personality, motivation, self-regulatory skills, or justice beliefs, and other resources such as social support on individuals' professional trajectories and their career development.
- **Characteristic**: Longitudinal follow-up and analyses of professional trajectories and career development using a psychological perspective. The project brings together different disciplinary specializations (e.g. work and organizational psychology, vocational psychology, positive psychology, and personality psychology)

## Method

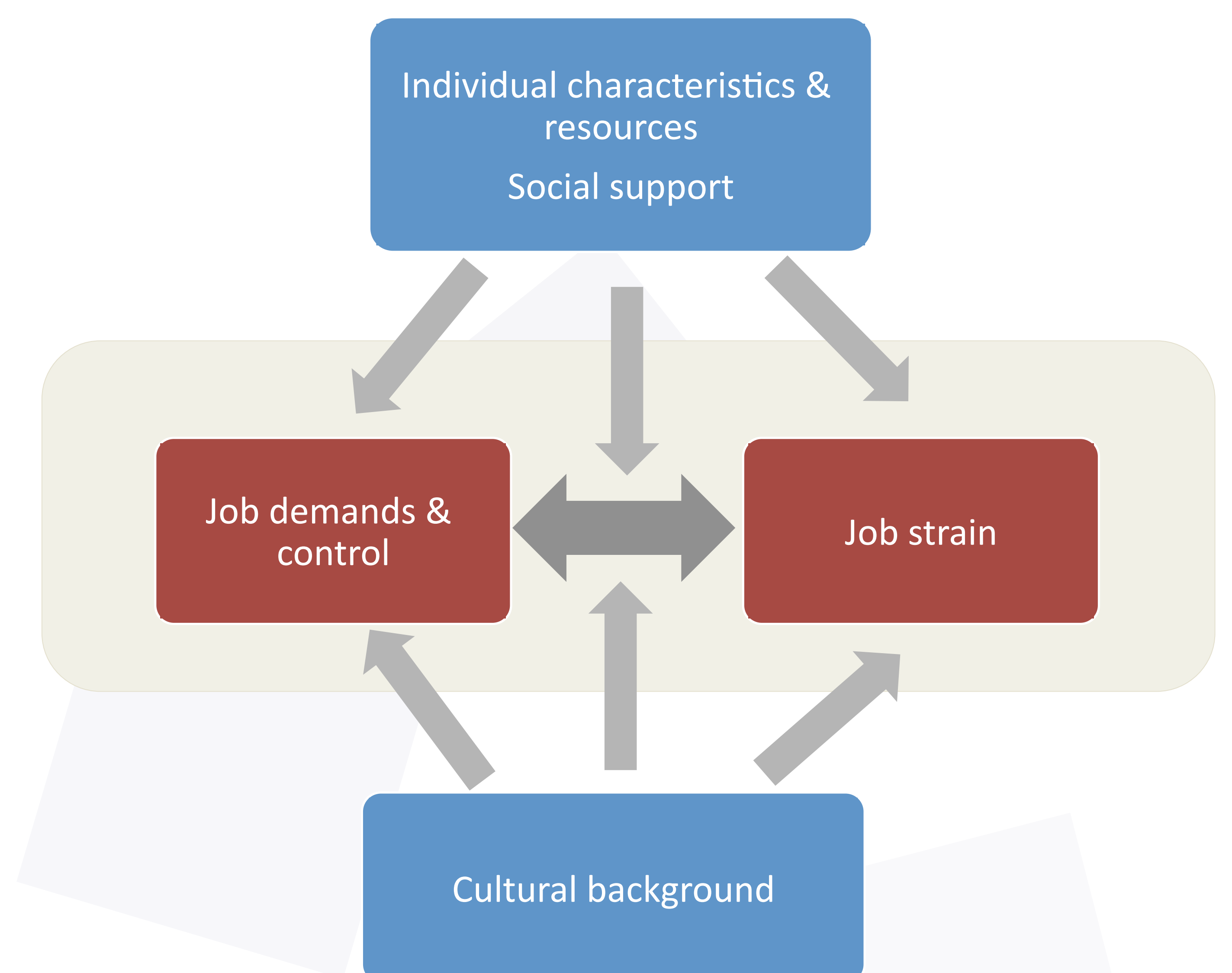
- **Design**: Longitudinal design involving a 7-year follow up. Each participant will be assessed once a year (T1 to T7).



- **Participants**:  $N_{T1} = 2'400$  adults aged 25 to 55 years old → 1'200 women, 600 non-Swiss, 600 unemployed (oversampled comparing the actual 4-5%)
- **Procedure**: Mixed-mode (self-evaluation), combining telephone interviews (CATI) and on-line and paper-pencil questionnaires
- **Data collection – 2 steps (each year)**: (1) PROFILE, to determine the contextual and professional profile; (2) BASE, different questionnaires for employed and unemployed individuals.



## General Hypotheses



## Our Team

- **Our Team** :  
Prof. J. Rossier, Prof. F. Krings, Dr. K. Massoudi, Dr. C. Maggiori (University of Lausanne)  
Prof. W. Ruch, Prof. A. Freund, Dr. M. Knecht, MAS F. Gander, MAS S. Wellenzohn (University of Zürich)  
Prof. B. Wiese (now at the RWTH Aachen University)

## External collaborations

- Prof. Mark Savickas (Northeastern Ohio University, United States)  
Dr. Paul T. Costa, Jr. (National Institute of Health, United States)  
Prof. Gideon de Bruin (University of Johannesburg, South Africa)
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