



Supplement 1. Contents of the Career Readiness Inventory

Section	Category	Sub-inventory	Content	Sub-factors (no. of items)	Content	
Section 1	Career development	Career maturity	An individual's level of readiness to deal with career problems at the developmental stage	Planning (6)	The level of advance preparation and planning to make decisions on career direction and work/jobs	
				Independence (5)	The level of individual readiness for career exploration, preparation, and decisions for oneself	
				Self-knowledge/understanding (6)	The level of understanding of an individual's capabilities, interests, character, and values	
		Career search behavior		The level of performance of cognitive and behavioral activities to understand oneself and the world of work for career decision or development	Experience of career activity (7)	The extent of experiences with activities to search for 'self-characteristics' and career information
				Understanding oneself (5)	The extent of experiences of activities to understand the individual's aptitude, interests, character, etc.	
					Experience of academic career-planning program (3)	The extent of experiences of classes aiming to find suitable career paths for each individual
Career decision	The level of assurance about career decision and the level of decision-making in the continuum between the clear career decision and the unclear pending one	Support from colleagues and peers (7)	The level of support and resources from others during the career exploration process			
		Career decision (9)	The degree to which a career decision is made based on self-understanding and identification of a career of interest			
Section 2	Employment preparation behavior	Employment preparation behavior	The level of behaviors to manage more realistic and specific problems related to one's career path	Active job search (10)	The level of preparatory behaviors for immediate and definite career exploration and selection process	
				Preliminary job search (10)	The level of data collection related to one's career and jobs and preparing one's potential in the middle of the job search	
				Formal job search (6)	The level of preparatory behavior for using formal information sources including the media, presentation meeting, internet, etc.	
				Informal job search (6)	The level of preparatory behavior for using informal information sources including friends, family, senior colleagues, etc.	
				Employment preparation effort (6)	The level of relative effort for employment preparation and exploration	
				Strength of employment preparation (2)	The level of strength of employment preparation in terms of time and effort	