

Table 1

Career State Inventory pretest and posttest means, standard deviations, t-ratios, and effect sizes for low, medium, and high levels of the career decision state (N = 114)

Levels of CDS	Pretest		Posttest		t	d
	Mean	SD	Mean	SD		
Certainty ^a						
Low (n = 35)	3.66	.73	3.14	1.03	2.65*	.59
Medium (n = 36)	2.42	1.08	2.58	1.08	-.798	.15
Hi (n = 43)	1.81	.39	1.84	.53	-.24	.07
Satisfaction ^b						
Low	2.91	.51	2.34	.68	4.35***	.48
Medium	2.11	.79	1.92	.77	1.31	.24
Hi	1.19	.39	1.30	.51	-1.40	.24
Clarity ^c						
Low	2.51	.74	2.06	1.08	2.68*	.50
Medium	1.39	1.20	1.22	1.12	1.29	.15
Hi	.21	.47	.23	.57	-.33	.04
Total						
Low	9.09	.85	7.57	1.85	4.85***	1.14
Medium	5.92	.87	5.72	1.94	.67	.14
Hi	3.21	.60	3.37	1.27	-.93	.17

Note: Low (n = 35), Medium (n = 36), Hi (n = 43)

* $p < .05$

** $p < .01$

*** $p < .001$

^a 1 = First choice, no options, 2 = First choice plus options, 3 = options only, 4 = blank

^b Satisfaction with certainty; 1 = Strongly Agree, 2 = Agree, 3 = Not sure, 4 = Disagree, 5 = Strongly Disagree

^c Three T - F items; 3 = all true, 0 = all false