

Supplementary File S1 – Confirmatory Factor Analysis

To assess whether the four approach- and four avoidance-oriented career behaviors loaded on their respective higher order factors, we conducted two CFAs comparing a one factor latent model (i.e., all specific approach and avoidance behaviors loading on a single higher order factor) with a two-factor latent model (i.e., specific approach versus avoidance behaviors loading on two separate higher order factors). In line with Hu and Bentler's (1998) recommendations, we use SRMR and RMSEA values, complemented with CFI values, to evaluate model fit. SRMR values of .08 (or lower), RMSEA values of .06 (or lower), and CFI values of .95 (or higher), indicate a good fit (Hu & Bentler, 1998). The two-factor model yielded a suboptimal fit, $\chi^2/df = 6.05$, $p < .001$, SRMR = .08, CFI = .83, RMSEA = .14, but fit significantly better than the single factor model, $\Delta\chi^2(1) = 185.35$, $p < .001$. As the model fit was suboptimal, we tested an adjusted two-factor model. For reasons of conceptual similarity (i.e., withdrawal and ignoring behaviors both reflect mental and behavioral disengagement from a stressor, while behavioral and decisional procrastination reflect delaying actions associated with a stressor), we allowed the avoidance behaviors withdrawal and ignoring as well as behavioral and decisional procrastination to covary. The adjusted two-factor model yielded a good fit, $\chi^2/df = 2.24$, $p = .002$, SRMR = .05, CFI = .96, RMSEA = .07, and fitted significantly better than the original two-factor model, $\Delta\chi^2(2) = 76.86$, $p < .001$. Therefore, we allowed the withdrawing and ignoring and the behavioral and decisional procrastination scales to covary in subsequent analyses. See Table S1 for the full results.

Table S1

Confirmatory Factor Analyses of Career Behaviors

Model	χ^2	<i>df</i>	χ^2/df	<i>p</i>	SRMR	CFI	RMSEA	Model comparison	$\Delta\chi^2$	Δdf	<i>p</i>
1-factor model	300.35	20	15.02	<.001	0.13	0.52	0.23				
2-factor model	115.00	19	6.05	<.001	0.08	0.83	0.14	1-factor model > 2-factor model	185.35	1	<.001
Adjusted 2-factor model	38.14	17	2.24	.002	0.05	0.96	0.07	2-factor model > adjusted 2-factor model	76.86	2	<.001

Note. $N = 266$. In the 1-factor model, all eight career behaviors were loaded on a single latent ‘career behaviors’ factor. In the 2-factor model, the four approach-oriented and four avoidance-oriented career behaviors loaded on their respective latent factors, approach-oriented career behavior and avoidance-oriented career behavior. In the adjusted 2-factor model, covariance between the avoidance-oriented career behaviors withdrawal and ignoring as well as behavioral and decisional procrastination was allowed.

Supplementary File S2 – Explorative analyses

We explored direct and indirect effects between challenge appraisal and career decision-making stress via approach-oriented career behavior, and between threat appraisal and career decision-making stress via avoidance-oriented career behavior. The total effect of challenge appraisal on career decision-making stress was insignificant (0.01; 95% CI [-0.11, 0.15]). Also, there was no indirect effect from challenge appraisal to career decision-making stress via approach-oriented career behavior (0.02; 95% CI [-0.01, 0.10]). The total effect of threat appraisal on career decision-making stress was significant (0.36; 95% CI [0.23, 0.49]). In addition, a significant indirect effect from threat appraisal to career decision-making stress via avoidance-oriented career behavior was found (0.32; 95% CI [0.14, 0.95]). Avoidance-oriented career behavior fully mediated the relationship between threat appraisal and career decision-making stress as the direct relationship between threat appraisal and career decision-making stress was insignificant when avoidance-oriented career behavior was added to the model (0.04; 95% CI [-0.57, 0.26]).

We built on the mediation model (i.e., direct relationships between appraisal and career decision-making stress were kept) and added model parameters in two steps to explore additional relations based on theory.

First, we included paths from CSE to approach- and avoidance-oriented career behaviors as well as from CSE to career decision-making stress (Time 2). CSE can be regarded as the extent to which people believe in their competence to interact with the environment (Johnson et al., 2008). Although CSE affects the perception of the environment which in turn influences behavior, a cognitive appraisal of contextual circumstances is not a necessity and approach- and avoidance-oriented behaviors can be influenced by CSE directly (Ferris et al., 2011). In a similar vein, CSE might affect levels of career decision-making stress directly as CSE was found to relate directly to higher wellbeing (Chang et al., 2012;

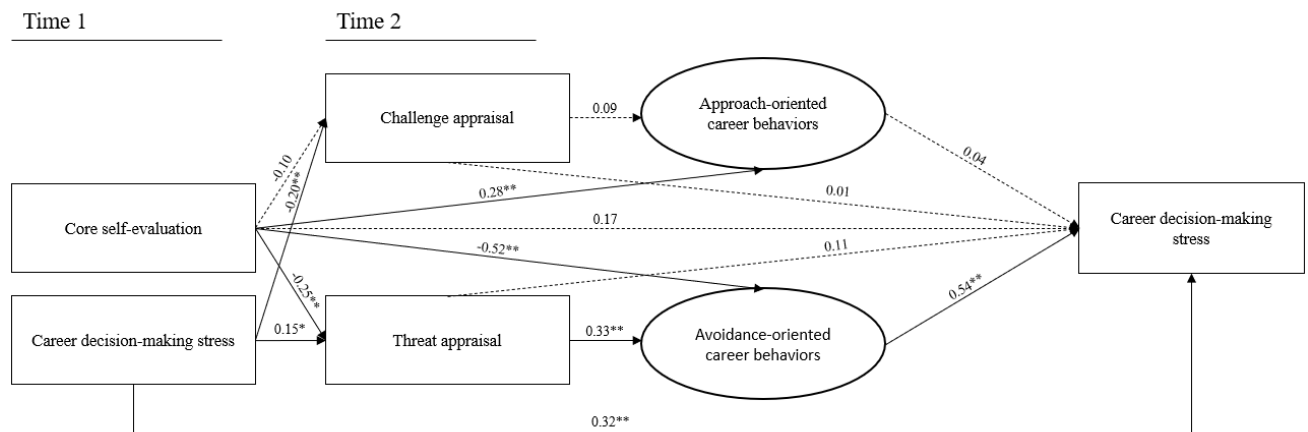
Judge et al., 1998). Therefore, direct relationships between CSE and career behaviors as well as career decision-making stress are theoretically plausible. Results showed significant direct relationships from CSE to approach- ($B = 0.19, p < .001$) and avoidance-oriented ($B = -0.34, p < .001$) career behavior, but not between CSE and career decision-making stress ($B = 0.32, p = .14$). The relationship between threat appraisal and avoidance-oriented career behavior remained significant ($B = 0.13, p = .001$). The model showed an improved fit to the data, $\chi^2/df = 2.48, p < .001, SRMR = .07, CFI = .90, RMSEA = .08$ (as compared to the hypothesized model: $\Delta\chi^2 = -48.10, \Delta SRMR = -.03, \Delta CFI = .05, \Delta RMSEA = -.01$).

Using this model, we explored whether CSE is indirectly related to career decision-making stress (Time 2) via challenge and threat appraisals and approach-oriented and avoidance-oriented career behavior. There was a significant total effect of CSE on career decision-making stress, ($-0.35; 95\% \text{ CI } [-0.57, -0.11]$), as well as a significant total indirect effect, ($-0.67; 95\% \text{ CI } [-2.14, -0.33]$). The specific indirect effect from CSE to career decision-making stress via challenge appraisal and approach-oriented career behavior was not significant, ($0.00; 95\% \text{ CI } [-0.01, 0.00]$), while the specific indirect effect from CSE to career decision-making stress via threat appraisal and avoidance-oriented career behavior was significant, ($-0.10; 95\% \text{ CI } [-0.48, -0.02]$).

Second, we added relationships between career decision-making stress at Time 1 and challenge and threat appraisals to optimize model fit. We deemed it plausible that prior levels of career decision-making stress could affect the perception of career shocks as threatening or challenging. Results showed that career decision-making stress at T1 related to challenge ($B = -0.16, p = .004$) as well as threat ($B = 0.14, p = .02$) appraisals. The relationship between CSE and threat appraisal remained significant ($B = -0.41, p < .001$). The model showed an acceptable fit to the data, $\chi^2/df = 2.32, p < .001, SRMR = .07, CFI = .92, RMSEA = .07$ (as compared to the hypothesized model: $\Delta\chi^2 = -61.49, \Delta SRMR = -.03, \Delta CFI = .07, \Delta RMSEA =$

-.02). See Figure S2 for the final model.

Figure S2 – Final saturated model



Note. ** $p < .01$ * $p < .05$. Standardized regression coefficients are reported. Approach-oriented career behaviors and avoidance-oriented career behaviors were allowed to correlate. Solid arrows indicate significant relationships and dashed arrows indicate insignificant relationships. The model fitted the data sufficiently: $\chi^2/df = 2.32$, $p < .001$, SRMR = .07, CFI = .92, RMSEA = .07.

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