

Material metadata

Article citation

Brazier, C. É., Masdonati, J., Borges, A., Fedrigo, L., & Cerantola, M. (2024). Drivers of Involuntary Career Changes: A Qualitative Study of Push, Pull, Anti-Push, and Anti-Pull Factors. *Journal of Career Development*, 51(3), 303-326. <https://doi.org/10.1177/08948453241246720>

Link to publication

<https://doi.org/10.1177/08948453241246720>

Replication material citation

Brazier, C. É., Masdonati, J., Borges, A., Fedrigo, L., & Cerantola, M. (2025). Replication material for: Drivers of Involuntary Career Changes: A Qualitative Study of Push, Pull, Anti-Push, and Anti-Pull Factors. FORS – Swiss Centre of Expertise in the Social Sciences. <https://doi.org/10.25597/ekg0-mg94>

Link to replication material

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Authors

Caroline Eliane Brazier (-Frésard) (*Université de Lausanne, Institut de Psychologie, Centre de recherche en psychologie de l'orientation (CEPCO), Suisse*)

Prof. Jonas Masdonati (*Université de Lausanne, Institut de Psychologie, Centre de recherche en psychologie de l'orientation (CEPCO), Suisse*)

André Borges (*Université de Lausanne, Institut de Psychologie, Centre de recherche en psychologie de l'orientation (CEPCO), Suisse*)

Laurence Fedrigo (*Haute Ecole en Formation Professionnelle, Suisse, Haute Ecole Spécialisée de Suisse Occidentale, Delémont, Suisse*)

Marine Cerantola (*Université de Lausanne, Institut de Psychologie, Centre de recherche en psychologie de l'orientation (CEPCO), Suisse*)

Keywords

career change
career transition
push pull anti-push anti-pull factors
career control
consensual qualitative research

Geolocation

French-speaking part of Switzerland

Article abstract

Although research on work transitions is extensive, little is known about the specific challenges of involuntary career changes. This study focused on how people articulate push, pull, anti-push, and anti-pull factors when facing an involuntarily triggered career change. We conducted 19 semistructured interviews with people forced to change careers due to health issues, migration, or unemployment in Switzerland. Through a consensual qualitative analysis, we showed that career changes were driven (i.e., facilitated or inhibited) by participants' interests, values, or skills. This resulted in five types of processes of career change, depending on whether participants were aiming to maintain their values, update their values, transpose their interests, resuscitate forgone interests, or valorize their skills despite the involuntary nature of the change they were undergoing. Overall, findings stressed individuals' struggle to regain a sense of control when having to face a career change. Limitations and implications are discussed.

Materials description

PDF: Codebook - Qualitative thematic tree, with 51 codes and selected excerpts illustrating them (F)
PDF: Readme for Codebook & Bibliography (F)

Source of data

19 semi-structured interviews in French, performed in 2021, from a SNF-funded project, 100019_192429, 2020-2024

Software information

Microsoft Word

Complementary information

none

Publication date

28.01.2025

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