



Predicting Career Decision-Making Self-Efficacy through HEXACO Personality Traits in Young Adults

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Abstract: This research investigated associations between personality characteristics as measured by the HEXACO model and career decision-making self-efficacy (CDMSE) in young adults. Using a quantitative correlational design, 170 participants aged 18 to 25 years were recruited from the National Capital Region of India (Delhi) and completed two validated self-report instruments: the HEXACO-60 Personality Inventory and the Career Decision-Making Self-Efficacy Scale–Short Form. Data were analysed using IBM SPSS through descriptive statistics, Pearson product-moment correlation coefficients, and multiple linear regression. Results revealed significant positive associations between CDMSE and three HEXACO dimensions: Extraversion ($r = .46, p < .001$), Conscientiousness ($r = .45, p < .001$), and Openness to Experience ($r = .22, p = .005$). Multiple regression analysis confirmed that these three traits were each significant positive predictors of CDMSE ($R^2 = .31, F = 12.32, p < .001$). Honesty-Humility, Emotionality, and Agreeableness did not significantly predict CDMSE. These findings suggest that personality characteristics meaningfully influence career decision-making confidence in young Indian adults and highlight the importance of incorporating personality assessment into career counselling and educational support interventions.

Keywords: *Career Decision-Making Self-Efficacy, Personality Traits, HEXACO Personality Model, Young Adults, Career Counselling, India*

1. Introduction

The transition from education to the workforce is one of the most consequential developmental challenges facing young adults today. Choosing a career path affects not only immediate academic engagement and occupational satisfaction but also has lasting implications for psychological well-being, financial stability, and long-term fulfilment. Despite the significance of these decisions, many young adults between the ages of 18 and 25 report substantial uncertainty and anxiety when attempting to chart a professional direction, and the increasing complexity of educational pathways and labour markets has only intensified these pressures.

At the heart of career development psychology is the construct of career decision-making self-efficacy (CDMSE), which Betz and Hackett (1981) originally conceptualised as an individual's belief in their capacity to successfully carry out the specific tasks necessary to make sound and informed career decisions. These tasks include gathering information about occupational options, appraising personal strengths and interests, setting realistic career goals, planning steps toward those goals, and solving problems that arise during exploration. Individuals with higher CDMSE approach these tasks with greater persistence, engage in more thorough information-seeking, and are less prone to avoidant or indecisive behaviour. Conversely, those with lower CDMSE may become overwhelmed by the breadth of available options or disengage from the career planning process entirely.

Multiple psychological and environmental variables are known to shape CDMSE, including academic self-concept, social support, exposure to role models, and prior work experience. Among these determinants, personality has received growing scholarly attention as a foundational influence on how individuals approach career-related tasks. Personality shapes the ways individuals perceive opportunities, interact with others, tolerate uncertainty, regulate emotion, and engage in goal-directed behaviour—all processes directly relevant to career exploration and decision-making. Understanding which personality characteristics are most predictive of CDMSE can therefore offer both theoretical insight and practical value for career practitioners.

The HEXACO model of personality (Ashton & Lee, 2009) represents a theoretically grounded and empirically supported framework for conceptualising individual differences in personality. An extension of earlier five-factor models, the HEXACO posits six broad dimensions: Honesty-Humility, Emotionality, Extraversion, Agreeableness, Conscientiousness, and Openness

to Experience. Each dimension captures a distinct cluster of behavioural tendencies, cognitive styles, and emotional dispositions. For example, individuals high in Extraversion are characterised by sociability, assertiveness, and positive affect, while those high in Conscientiousness are typically organised, disciplined, and goal-oriented.

Although a number of studies have examined relationships between personality traits and career-related outcomes, several important gaps persist. Most prior research has employed the Big Five personality model rather than the HEXACO framework, which means that dimensions unique to HEXACO—particularly Honesty-Humility and the distinct operationalisation of Emotionality—remain underexplored in the career development literature. Additionally, the majority of existing studies have relied on samples from Western countries, leaving the generalisability of findings to non-Western populations uncertain. India, in particular, presents a culturally distinctive context in which family expectations, socioeconomic factors, and collectivist values may interact with individual personality characteristics to shape career decision-making confidence in ways that differ from Western samples.

The present study addresses these gaps by examining the associations between all six HEXACO personality dimensions and CDMSE in a sample of young adults from Delhi, India. The study asks: (1) Which HEXACO personality traits are significantly correlated with CDMSE? and (2) Which HEXACO traits significantly predict CDMSE when examined simultaneously in a regression model? By targeting the 18–25 age range and drawing from a non-Western sample, this study contributes both to the theoretical literature on personality and career behaviour and to the applied literature on culturally responsive career counselling.

2. Review of Literature

Research on the links between personality and career-related outcomes has accumulated steadily over the past two decades. Early work drawing on the Big Five model established that Conscientiousness and Openness to Experience were among the most reliable personality predictors of career success, commitment, and exploration. Arora and Rangnekar (2016), in a study of Indian professionals, found that Openness to Experience was the single strongest Big Five predictor of career commitment, followed by Conscientiousness and Agreeableness. These findings suggested that traits associated with intellectual curiosity and self-discipline are

particularly relevant for individuals navigating career decisions and long-term occupational development.

Emotional intelligence, a construct that shares conceptual overlap with HEXACO Emotionality, has also been implicated in career decision-making confidence. Jiang (2016) examined Chinese university students and reported that emotional intelligence positively predicted CDMSE, with goal commitment and professional commitment serving as significant mediators. This finding suggests that the capacity to perceive, manage, and utilise emotional information may support the motivational processes underlying career confidence. Similarly, Kim and Park (2017) demonstrated that proactive personality—characterised by a tendency to take initiative and anticipate future opportunities—was a significant predictor of career search self-efficacy among college students, pointing to the importance of agentic personality tendencies in career exploration.

More recent investigations have continued to build the empirical case for personality–CDMSE associations. Kirdök and Korkmaz (2018) reported that among high school students, higher Extraversion and greater emotional awareness were negatively associated with career decision-making difficulties, indicating that socially engaged and emotionally perceptive individuals are better equipped to navigate the ambiguities of career exploration. Söner and Yılmaz (2022) extended this line of inquiry to adolescent samples and found significant positive relationships between personality traits, career anxiety, and CDMSE, while Ting et al. (2022) reported that both Openness to Experience and Conscientiousness positively predicted CDMSE and that Neuroticism (the Big Five analogue to HEXACO Emotionality) was a significant negative predictor.

The role of Extraversion in career confidence has been particularly well-supported across studies. Akbar et al. (2023) found that individuals scoring above the midpoint on Extraversion demonstrated noticeably greater career decision clarity and confidence, whereas individuals scoring above the midpoint on Neuroticism reported more frequent decision-making difficulties. These findings align with the theoretical proposition that socially outgoing, optimistic individuals are likely to build broader career-related networks and gather more diverse career information, both of which reinforce decision-making confidence. Pandurangan and Arumugam (2024), examining women advocates in India, similarly found significant relationships between personality traits and CDMSE, providing evidence that these associations generalise across professional domains within the Indian context.

Within the HEXACO framework specifically, the six dimensions offer distinct theoretical pathways to career confidence. Honesty-Humility, which captures sincerity, fairness, and modesty, may direct individuals toward careers that align with their personal values and ethical commitments, but its relationship to CDMSE per se has not been well-established empirically. Emotionality, unlike the broader Neuroticism construct of the Big Five, emphasises fearfulness, sentimentality, and need for emotional support. Highly emotional individuals may experience heightened anxiety in the face of consequential career decisions, yet their strong attunement to personal values and relationships may also support thoughtful career deliberation. Extraversion's positive links to CDMSE are among the most consistent findings in the literature, consistent with the construct's associations with social confidence, positive affect, and assertiveness. Conscientiousness consistently emerges as a powerful predictor of both academic and career outcomes due to its association with self-regulation, persistence, and goal-directedness. Agreeableness, which reflects interpersonal warmth and cooperativeness, has shown inconsistent relationships with CDMSE, possibly because agreeable individuals prioritise relational harmony over self-assertive career exploration. Openness to Experience is associated with intellectual curiosity, creativity, and a willingness to consider novel alternatives, all of which may reduce the perceived threat of uncertainty inherent in career decision-making.

Despite this growing body of work, there remains a dearth of studies specifically applying the HEXACO framework to CDMSE, particularly in non-Western contexts. The present study responds to this need by testing the relationships between all six HEXACO dimensions and CDMSE in a sample of young Indian adults, providing a more comprehensive test of the personality–career confidence link than prior work employing the Big Five alone.

3. Methodology

3.1 Research Design

The present study employed a quantitative correlational research design to examine the nature and magnitude of relationships between HEXACO personality dimensions and CDMSE. The six HEXACO personality dimensions served as independent variables and CDMSE served as the dependent variable. This design is appropriate for investigating naturally occurring associations between psychological constructs without experimental manipulation, and is well-

suited to examining whether and to what degree personality traits predict career decision-making confidence.

3.2 Participants

The study sample comprised 170 young adult participants ranging in age from 18 to 25 years ($M = 20.95$). Participants were recruited through convenience sampling from educational institutions and occupational settings within the National Capital Region of India (Delhi). The gender breakdown of the sample was as follows: 58 males (34.1%), 110 females (64.7%), and 2 non-binary individuals (1.2%). Participants were included if they were between 18 and 25 years of age and able to read and respond to English-language questionnaires. Demographic characteristics are presented in Table 1.

Table 1. Demographic Characteristics of the Sample ($N = 170$)

Variable	Category	n
Gender	Male	58
	Female	110
	Non-binary	2
Age (years)	Mean	20.95
	Minimum	18
	Maximum	25

Note. Frequencies represent number of participants in each category.

3.3 Instruments

Two standardised, validated instruments were used to collect data for this study.

Personality was assessed using the HEXACO-60 Personality Inventory (Ashton & Lee, 2009). The HEXACO-60 consists of 60 items, with 10 items measuring each of the six personality dimensions: Honesty-Humility, Emotionality, Extraversion, Agreeableness, Conscientiousness, and Openness to Experience. Each item is rated on a 5-point Likert scale ranging from 1 (strongly disagree) to 5 (strongly agree). The HEXACO-60 has demonstrated satisfactory internal consistency, convergent validity, and cross-cultural applicability across a wide range of samples.

Career decision-making self-efficacy was assessed using the Career Decision-Making Self-Efficacy Scale–Short Form (CDMSE-SF; Betz et al., 1996). The CDMSE-SF comprises 25 items organised into five subscales: self-appraisal, occupational information, goal selection, planning, and problem-solving. Items are rated on a 5-point scale (1 = no confidence at all to 5 = complete

confidence), with higher scores indicating greater CDMSE. The CDMSE-SF has been widely used in career development research and has demonstrated robust reliability and convergent validity.

3.4 Procedure

Data were collected via self-report questionnaires administered online. Prior to participation, all individuals received a written explanation of the study's purpose, scope, and data handling procedures, and provided informed consent. Participants were informed that their responses would remain confidential and would be used solely for academic research purposes. They were also advised that participation was entirely voluntary and that they were free to withdraw at any time without consequence. The questionnaires required approximately 10 to 15 minutes to complete. Data collection took place over a period of approximately 30 days.

3.5 Data Analysis

Descriptive statistics (means, standard deviations, minimum and maximum values) were calculated to characterise the distribution of all study variables. Pearson product-moment correlation coefficients were then computed to assess the bivariate relationships between each HEXACO personality dimension and CDMSE. Finally, a simultaneous multiple linear regression analysis was conducted to determine the unique predictive contributions of each HEXACO dimension to CDMSE while controlling for the effects of the remaining five dimensions. All analyses were conducted using IBM SPSS Statistics.

3.6 Ethical Considerations

The study was conducted in accordance with standard ethical guidelines for research involving human participants. Participation was entirely voluntary, and all participants provided informed consent prior to completing any study measures. Participants were guaranteed anonymity and confidentiality; no identifying information was collected or retained. Participants were informed of their right to withdraw from the study at any time without consequence, and all data were stored securely and used exclusively for academic research purposes.

4. Results

Descriptive Statistics

The sample consisted of 170 young adults aged 18 to 25 years ($M = 20.95$). Descriptive statistics for all study variables are presented in Table 2. The mean CDMSE score for the sample was 87.87 ($SD = 15.80$), indicating moderate-to-high levels of career decision-making confidence

overall. Among the HEXACO dimensions, Openness to Experience had the highest mean score ($M = 35.78$, $SD = 6.92$), while Agreeableness had the lowest ($M = 30.94$, $SD = 6.20$). These descriptive patterns suggest reasonable within-sample variability across all measures, supporting adequate statistical power for correlation and regression analyses.

Table 2. *Descriptive Statistics of Study Variables*

Variable	N	Min	Max	Mean	Std. Dev.
CDMSE	170	30	125	87.87	15.80
Honesty-Humility	170	12	46	31.31	6.29
Emotionality	170	10	49	31.40	7.13
Extraversion	170	10	50	31.72	6.93
Agreeableness	170	11	48	30.94	6.20
Conscientiousness	170	10	50	32.75	6.38
Openness to Experience	170	20	50	35.78	6.92

Note. CDMSE = Career Decision-Making Self-Efficacy Scale–Short Form total score.

Correlational Analysis

Pearson correlations between the six HEXACO personality dimensions and CDMSE are reported in Table 3. Significant positive correlations were observed between CDMSE and Extraversion ($r = .46$, $p < .001$), Conscientiousness ($r = .45$, $p < .001$), and Openness to Experience ($r = .21$, $p = .005$). These findings indicate that young adults who are more extraverted, more conscientious, and more open to new experiences tend to report greater confidence in their ability to make career decisions. In contrast, no significant correlations were found between CDMSE and Honesty-Humility ($r = .02$, ns), Emotionality ($r = -.05$, ns), or Agreeableness ($r = -.01$, ns).

Table 3. *Correlations Between HEXACO Personality Traits and CDMSE (N = 170)*

Variable	CDMSE (r)
Honesty-Humility	0.02
Emotionality	−0.05
Extraversion	0.46***
Agreeableness	−0.01
Conscientiousness	0.45***
Openness to Experience	0.21**

Note. ** $p < .01$, *** $p < .001$.

Multiple Regression Analysis

A simultaneous multiple linear regression analysis was conducted with all six HEXACO dimensions entered as predictors of CDMSE. The overall regression model was statistically significant ($F(6, 163) = 12.32, p < .001$) and accounted for 31% of the variance in CDMSE ($R^2 = .31$). Regression coefficients are presented in Table 4.

Among the six predictors, Extraversion ($\beta = .32, p < .001$), Conscientiousness ($\beta = .30, p < .001$), and Openness to Experience ($\beta = .15, p < .05$) each made significant and positive independent contributions to the prediction of CDMSE. Honesty-Humility ($B = -0.09, \beta = -0.03, p = .62$), Emotionality ($B = -0.07, \beta = -0.03, p = .65$), and Agreeableness ($B = 0.19, \beta = .07, p = .28$) did not reach statistical significance. Taken together, these results indicate that, among the HEXACO dimensions, Extraversion, Conscientiousness, and Openness to Experience are the most meaningful personality-based predictors of CDMSE in this sample.

Table 4. *Regression Coefficients for Personality Traits Predicting CDMSE*

Predictor	B	Beta	t	p	
Honesty-Humility	-0.09	-0.03	-0.50	.62	ns
Emotionality	-0.07	-0.03	-0.45	.65	ns
Extraversion	0.73	0.32	4.27	< .001	***
Agreeableness	0.19	0.07	1.08	.28	ns
Conscientiousness	0.73	0.30	3.98	< .001	***
Openness to Experience	0.35	0.15	2.24	.03	*

Note. $R^2 = .31$; $F(6, 163) = 12.32, p < .001$. * $p < .05$, *** $p < .001$; ns = not significant.

5. Discussion

The present study evaluated the associations between HEXACO personality dimensions and career decision-making self-efficacy in a sample of young adults in India. Three primary findings emerged. First, Extraversion, Conscientiousness, and Openness to Experience each showed significant positive correlations with CDMSE. Second, these three traits remained significant independent predictors of CDMSE in multiple regression analysis, together accounting for approximately one-third of variance in career decision-making confidence. Third, Honesty-Humility, Emotionality, and Agreeableness were not significantly associated with CDMSE. Each of these findings is discussed in turn below.

The positive relationship between Extraversion and CDMSE is consistent with prior research and is theoretically interpretable in several ways. Extraverted individuals are characterised by sociability, assertiveness, and a tendency toward positive affect. These qualities facilitate the information-seeking behaviours that are central to effective career exploration—such as seeking informational interviews, attending career events, networking with professionals, and approaching mentors. Extraverted individuals are also more likely to feel comfortable presenting themselves confidently in career-relevant contexts such as internship applications or job interviews. Beyond these behavioural tendencies, the optimistic, energetic orientation associated with Extraversion may foster a general sense of efficacy across domains, including career-related tasks. These findings are in line with those of Akbar et al. (2023), who reported greater career clarity among high-Extraversion individuals, and Kirdök and Korkmaz (2018), who found that Extraversion was negatively associated with career decision-making difficulties in high school students.

Conscientiousness emerged as the second-strongest predictor of CDMSE in this study, a finding that aligns closely with theoretical expectations and prior empirical work. Highly conscientious individuals are characterised by self-discipline, goal-directedness, organisation, and persistence. These traits support the kinds of structured, effortful behaviours that are necessary for effective career planning—conducting systematic research on occupational options, setting concrete academic and professional goals, following through on career exploration activities, and managing the inevitable setbacks that arise during the decision-making process. A student with high Conscientiousness might, for instance, methodically research various degree programmes and their employment outcomes, identify relevant internship opportunities well in advance, and construct a long-term plan for progressing toward a clearly defined career goal. This sense of agency and structure naturally supports confidence in one's ability to navigate the career decision-making process successfully. These results are consistent with those of Ting et al. (2022) and Turda (2024), who also identified Conscientiousness as a significant positive predictor of CDMSE.

The significant positive relationship between Openness to Experience and CDMSE, although smaller in magnitude than those for Extraversion and Conscientiousness, is nonetheless meaningful. Openness is characterised by intellectual curiosity, imagination, and a willingness to consider novel ideas and experiences. In the career domain, this translates into a greater willingness to explore unfamiliar occupational fields, entertain a wider range of career possibilities, and adapt

flexibly to changing information. Rather than feeling constrained by a narrow set of familiar options, individuals high in Openness may approach the career decision-making process as an intellectually stimulating opportunity for self-discovery, which could naturally bolster their confidence in executing the tasks required to make a well-informed choice. Furthermore, open individuals tend to have higher tolerance for the ambiguity inherent in career exploration, making them less susceptible to decisional paralysis when confronted with multiple equally attractive options. These findings converge with those of Arora and Rangnekar (2016), who found Openness to be the strongest Big Five predictor of career commitment in Indian professionals.

The absence of significant relationships for Honesty-Humility, Emotionality, and Agreeableness warrants careful interpretation. It is important to note that non-significant results in a regression analysis do not mean that these traits are irrelevant to career behaviour more broadly—rather, they suggest that these dimensions do not uniquely predict an individual's confidence in executing career decision-making tasks. Agreeableness, which captures interpersonal warmth, empathy, and cooperativeness, may instead influence career-related behaviours involving collaboration, conflict avoidance, or prioritisation of relational harmony in the workplace, rather than individual-level decision-making confidence. Highly agreeable individuals may, in fact, defer career decisions to others (e.g., family or peers) precisely because of their cooperative orientation, which could dilute any direct association with CDMSE.

For Emotionality, the null result is particularly nuanced. HEXACO Emotionality captures fearfulness, anxiety, sentimentality, and dependence—qualities that might be expected to undermine career decision-making confidence by amplifying worry and avoidance. However, emotionally sensitive individuals may also be more attuned to their own values, preferences, and relational needs, which could support the reflective aspects of career decision-making even if it does not enhance overall confidence. The small negative (but non-significant) correlation observed ($r = -.05$) is directionally consistent with the expectation that higher Emotionality is mildly associated with lower CDMSE, but the effect is too small to draw any firm conclusions. These findings are broadly consistent with Söner et al. (2022) and Akbar et al. (2023), who found that Neuroticism—a conceptually related construct—was associated with increased career decision-making difficulties but did not necessarily reduce CDMSE.

Contextual and cultural factors may also help explain the pattern of results. In the Indian context, career choices are often heavily influenced by family expectations, financial

considerations, and socioeconomic constraints that can override individual personality tendencies. The influence of family in guiding career paths may attenuate the effects of traits like Honesty-Humility or Agreeableness, whose effects on career exploration may be more visible in cultural contexts where individual career autonomy is more strongly normative. Future research should explicitly model these contextual moderators alongside personality dimensions to develop a more complete understanding of CDMSE in non-Western populations.

5.1 Practical Implications

The findings of the present study carry meaningful implications for career counselling practice and higher education programming. By demonstrating that Extraversion, Conscientiousness, and Openness to Experience are significant predictors of CDMSE, this research underscores the value of integrating personality assessment into career development services for young adults. A counsellor who understands a client's personality profile is better equipped to tailor interventions to the specific barriers and strengths that individual brings to the career decision-making process.

For clients who score lower on Extraversion, career counsellors might prioritise structured skill-building in social and professional communication. Workshops focused on networking, practised informational interviewing, and public-speaking can help introverted young adults develop the interpersonal confidence needed to effectively gather career information and present themselves in professional settings. Peer mentoring programmes—in which students are paired with more experienced peers or recent graduates—can provide a lower-stakes relational context in which students can practise career exploration behaviours without the pressure of formal networking events.

For clients with lower Conscientiousness, career counsellors and educators can provide scaffolded support for the career planning process. This might involve breaking career exploration into a series of discrete, manageable tasks with clear timelines—such as identifying three target occupations, conducting one informational interview per month, or attending a specified number of career-related events per semester. Goal-setting frameworks, accountability check-ins, and structured career planning worksheets can help less organised students build the step-by-step planning competencies associated with confident career decision-making. Rather than expecting these students to manage the full scope of career exploration independently, institutions can provide the external structure that helps translate good intentions into concrete action.

The role of Openness to Experience in CDMSE suggests that expanding young adults' exposure to diverse career options may itself be a confidence-building intervention. Universities and educational institutions can support career confidence by offering a wide range of exploratory experiences—interdisciplinary courses, cross-sectoral internships, job shadowing opportunities, and guest speaker series featuring professionals from varied backgrounds. When students encounter a broad array of occupational possibilities and develop competence in evaluating them, their confidence in navigating the career decision-making process is likely to increase, even among those who are not naturally high in Openness.

More broadly, these findings support the case for personality-informed career education as a component of institutional programming for young adults. Helping students understand their own personality profiles—and how those profiles shape their approach to career exploration—can itself be a meaningful intervention. When students recognise that their tendencies toward organisation, social engagement, or intellectual curiosity are assets in the career planning process, they may approach the process with greater confidence and intentionality. Conversely, students who recognise potential challenges associated with their personality tendencies—such as a tendency toward anxiety or a preference for familiarity—can be supported in developing targeted coping strategies.

Three limitations of the present study should be acknowledged. First, the use of self-report measures for both personality and CDMSE introduces the possibility of common method bias and socially desirable responding, both of which may inflate or distort the observed correlations. Future research would benefit from the inclusion of behavioural or informant-rated measures of career-related outcomes. Second, the cross-sectional design precludes causal inference; while personality is a relatively stable construct that plausibly influences CDMSE, longitudinal designs are needed to examine how personality–CDMSE relationships unfold and potentially shift across developmental transitions such as entry into higher education or first employment. Third, the sample was drawn through convenience sampling from Delhi and may not be representative of young adults across different regions, socioeconomic backgrounds, or educational levels within India, limiting the generalisability of findings.

5.2 Future Research Directions

The present study opens several avenues for future investigation. First, researchers should seek to replicate and extend these findings using larger, more geographically and

socioeconomically diverse samples drawn from multiple regions of India and other non-Western countries. Doing so would provide a more robust test of the generalisability of personality–CDMSE associations across cultural contexts and would allow for cross-cultural comparative analyses.

Second, longitudinal designs are needed to examine how personality traits and CDMSE co-develop across the transition from education to employment. Following young adults from late adolescence through early career establishment would allow researchers to assess whether the personality–CDMSE associations observed in cross-sectional studies hold over time, and whether CDMSE mediates the relationship between personality and actual career outcomes such as occupational attainment, job satisfaction, and career commitment.

Third, future research should investigate the role of contextual moderators—such as parental career expectations, socioeconomic status, access to career guidance resources, and cultural norms regarding occupational choice—in moderating personality–CDMSE associations. In collectivist cultures such as India, individual personality tendencies may express themselves differently in the context of strong familial and social pressures, and models that account for these contextual influences are likely to yield more complete and culturally valid predictions.

Finally, the integration of qualitative methods—such as semi-structured interviews or focus groups—with quantitative personality and CDMSE assessments would offer richer insight into the subjective experience of career decision-making among young adults and the mechanisms through which personality shapes career confidence. Qualitative data could help illuminate the specific strategies, cognitions, and emotional processes through which extraverted, conscientious, or open individuals navigate the challenges of career exploration, providing a more nuanced and practice-relevant account than quantitative correlations alone can offer.

6. Conclusion

This study examined the relationships between HEXACO personality traits and career decision-making self-efficacy in a sample of 170 young adults from the National Capital Region of India. The results confirmed that Extraversion, Conscientiousness, and Openness to Experience were each significant positive predictors of CDMSE, collectively accounting for 31% of variance in career decision-making confidence. These findings suggest that personality characteristics are meaningfully implicated in the degree to which young adults feel capable and confident in

navigating career decisions. Honesty-Humility, Emotionality, and Agreeableness did not emerge as significant predictors, indicating that the personality–CDMSE relationship is trait-specific rather than reflecting a general personality effect.

For practitioners, these findings reinforce the value of personality-informed approaches to career counselling and educational programming. Identifying where a young adult stands on dimensions such as Extraversion, Conscientiousness, and Openness to Experience can help counsellors design more targeted and effective interventions—whether that involves building social confidence, scaffolding goal-setting skills, or broadening occupational exposure. For researchers, this study adds to the growing body of evidence supporting personality as a meaningful predictor of career-related outcomes and highlights the need for continued investigation of HEXACO-specific associations in diverse cultural and developmental contexts. Ultimately, a deeper understanding of the personality foundations of career decision-making confidence has the potential to support more informed, agentic, and fulfilling career choices among the next generation of working adults.

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