



## Abstract

This study examines the role of personality traits, core self-evaluation, and emotional intelligence (EI) in career decision-making difficulties. Italian university students (N = 232) responded to questions on the Big Five Questionnaire, Core Self-Evaluation Scale, Bar-On Emotional Quotient Inventory, and Career Decision-Making Difficulties Questionnaire. It was found that EI adds significant incremental variance compared with personality traits and core self-evaluation in predicting career decision-making difficulties. The results draw attention to the unique role of EI in career decision-making difficulties, offering new research opportunities and intervention possibilities.

Di Fabio, A., Palazzeschi, L., & Bar-On, R. (2012). The role of personality traits, core self-evaluation, and emotional intelligence in career decision-making difficulties. *Journal of Employment Counseling*, 49(3), 118–129. <https://doi.org/10.1002/j.2161-1920.2012.00012.x>