



THE INFLUENCE OF INDIVIDUAL-PSYCHOLOGICAL CHARACTERISTICS ON THE SUCCESS OF CAREER CHOICE

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ABSTRACT

This article explores the influence of individual-psychological characteristics on the success of career choice. It emphasizes how personal traits such as temperament, motivation, interests, abilities, and self-esteem play a significant role in determining whether a person chooses a profession that aligns with their potential and values. The study highlights the importance of psychological assessment and career guidance in helping individuals make informed career decisions. Research findings suggest that a deep understanding of one's psychological profile increases the likelihood of long-term professional satisfaction and achievement.

INTRODUCTION

Career choice is one of the most important decisions in a person's life, directly influencing their future social, economic, and psychological well-being. A correctly chosen profession not only determines one's social status but also plays a crucial role in internal satisfaction, life motivation, and mental health. Conversely, an incorrect career choice can lead to various difficulties, stress, professional burnout, and inefficiency.

In modern psychology, the career choice process is viewed as a complex phenomenon influenced by numerous factors. Among these, an individual's psychological characteristics—such as temperament, personality traits, interests, abilities, self-esteem level, and motivational structure—play a key role. The harmony or mismatch of these traits serves as a major criterion in determining the success of career choice.

In recent years, the significance of an individual approach in career guidance and psychological counseling has been increasing. Since every individual has a unique psychological profile, personalized and well-founded recommendations tend to be more effective than general advice.

This article analyzes how individual psychological characteristics affect the success of career choice. The aim is to reveal scientific foundations for identifying personal traits and selecting a professional direction that matches them, thereby providing ways to prevent mistakes in career decision-making.

LITERATURE REVIEW AND METHODOLOGY

The issue of career choice has long been a relevant topic in psychological science. Significant contributions have been made by scholars such as L.S. Vygotsky, A.N. Leontiev, E.A. Klimov, D.E. Super, and J. Holland. E.A. Klimov's theory of occupational classification and its



compatibility with personality traits is widely used in applied psychology. Likewise, J. Holland's "Personality and Career Congruence" model is an important tool for determining the compatibility between personality types and work environments.

Local researchers such as G. Abdullaeva, M. Qodirova, and D. Nurmatova have also conducted scientific analyses on the psychological factors influencing career choice, especially the lifelong impact of decisions made during adolescence. Their studies show that factors such as self-awareness, social adaptability, and goal orientation play a crucial role in career direction.

The literature review indicates that among the factors affecting career choice, individual psychological traits hold a leading position. However, many studies provide only general recommendations and do not sufficiently explore the depth of individualized approaches.

Methodology

This study used both empirical and theoretical methods to examine the impact of individual psychological traits on career choice. The main methods included:

Sociological survey – Conducted with 100 students from secondary specialized and higher education institutions to study their motivations, satisfaction levels, and psychological conditions related to their career choices.

Psychodiagnostic testing – Eysenck's temperament test, Holland's career interest inventory, and the Dembo-Rubinstein self-assessment method were used to identify the participants' psychological profiles.

Analysis and comparison – Statistical analysis was conducted to compare career choices among participants with different temperaments, interests, and self-assessment levels.

Theoretical analysis – Scientific literature was analyzed to understand the theoretical basis of psychological factors in career choice.

The combination of these methods allowed for an in-depth analysis of how individual psychological traits influence the success of career choice.

RESULTS

Based on the survey and psychodiagnostic tests conducted with 100 students (50 from higher education and 50 from secondary specialized institutions), the following key findings emerged:

Connection between temperament and career choice

According to Eysenck's temperament test, 34% of participants were sanguine, 28% phlegmatic, 22% choleric, and 16% melancholic. Students with sanguine and phlegmatic temperaments reported higher levels of satisfaction with their career choices, whereas those with choleric and melancholic types had lower satisfaction. This suggests that individuals with stable emotional states are more likely to make conscious and appropriate career decisions.

Results from Holland's method showed that 58% of students found their career direction aligned with their interests, 27% said it partially matched, and 15% stated it was completely contrary to their interests. This underscores the importance of psychological counseling and career guidance.

Self-esteem and career decision-making

According to the Dembo-Rubinstein method, students with high self-esteem (41%) reported confidence in their career choices. Those with low self-esteem (24%) expressed



uncertainty and noted that their decisions were influenced by external pressures. Students with average self-esteem (35%) often based their choices on family or social factors.

Motivational factors

Survey results revealed that 46% of students cited internal motivation (interest, love for the profession, self-fulfillment) as the main factor in their career choice. Another 32% were influenced by external factors (family expectations, job market demands, financial benefits). Meanwhile, 22% admitted they had not made a conscious career choice or were dissatisfied with their current direction..

DISCUSSION

The findings confirm that successful career choice is directly linked to individual psychological traits. These results are consistent with earlier studies and support theoretical assumptions with practical evidence.

Firstly, temperament significantly influences professional adaptability and satisfaction. For example, students with sanguine and phlegmatic temperaments tend to perform better in their careers due to their emotional stability, openness to communication, and patience. These findings align with Eysenck's theory, which emphasizes the direct impact of temperament on professional activity.

Secondly, the alignment between career interests and chosen direction determines the level of intrinsic satisfaction. Analysis based on Holland's model showed that individuals who select careers matching their interests are more likely to fully realize their potential. In contrast, careers that diverge from personal interests often lead to instability, lack of motivation, and frequent career changes.

Thirdly, self-esteem plays a key role in the independence and confidence of career decisions. Students with high self-esteem made more purposeful and conscious choices, whereas those with low self-esteem were more influenced by external factors and expressed indecision. This indicates a connection between self-awareness and decision-making mechanisms.

Finally, motivational factors are also essential. Students with internal motivation tend to be more creative, self-driven, and find joy in their profession. Although external motivation may yield short-term benefits, it is often insufficient for long-term career stability.

CONCLUSION

Individual psychological characteristics are decisive in the career choice process. Personality traits such as temperament, interests, self-esteem, and motivation significantly influence the ability to make conscious and appropriate career decisions. The degree of compatibility between a person's psychological profile and the professional environment determines their career success and satisfaction. Individuals who choose a profession in line with their interests and internal motivation can fully realize their potential, contributing to long-term professional stability and mental well-being. Conversely, low self-esteem and decisions influenced by external pressures increase the risk of choosing the wrong career, which may lead to job dissatisfaction, stress, and frequent career changes.

Therefore, an individual approach and psychological diagnostics are crucial in career guidance processes. By identifying students' personal traits early and offering tailored career recommendations, it is possible to prevent mistaken career choices.



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