

Wellbeing

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Introduction

This section is one of four that provides resources for relating career guidance work to outcomes beyond individuals i.e. 1) Economic prosperity, 2) EDI, 3) Sustainability and 4) Wellbeing.

This notebook references publications that relate career guidance to Wellbeing.

This page provides references for the landscape and contextual issues, case studies into practice, relevant research-active institutions, relevant publications, and data sources. Collectively, these are intended to support literature reviews, research studies, reports, cases for careers guidance and reflective practice.

The “Highlights” section at the start summarises some of the key points for "making the case" for careers, either because there is an outstanding challenge where careers guidance could help, or because careers guidance has been shown to make a positive contribution.

Headlines

Some of the motivations for considering the opportunities for CEIAG to tackle wellbeing come from evidence of significant challenges across both education and employment:

35.2 million working days were lost to work-related ill health in 2022/23, with stress, anxiety and depression accounting for almost 24 million of these. employee sickness In 2023, absence is at the highest level the CIPD have reported for 15 years and 76% of respondents in a national survey reported taking some stress-related absence. (CIPD, 2023)

In education, happiness of children at school has declined markedly since 2010 (Children's Society, 2023)

There is a robust international evidence base to show the relationship between unemployment and wellbeing, with longer unemployment periods affecting wellbeing more. (Gedelki, 2022)

There are strong links between employee performance and wellbeing, though relatively little research has explored the win-win relationship of employees providing greater support (Aubouin-Bonnaventure et al, 2024)

The charity Mind completed a major initiative in July 2024 to raise the profile of mental health concerns in the workplace, securing commitments from over 3,000 employers (Mind)

Su and Chan (2023) carried out an extensive international meta analysis to show that career capabilities *and* work environments that offer quality/good work combine to generate wellbeing benefits.

Burnout is a significant challenge, which literature has shown associated with depressive symptoms, posttraumatic stress, insomnia, and a variety of other negative health consequences (Maunz, 2024)

Evidence for direct impacts of career guidance on wellbeing have not been studied as much as other outcomes (e.g. Robertson et al, 2013), but this has been changing over more recent years. For instance:

An international review of evidence found that career counselling can positively impact many of the individual experiences of work and career that correlate directly with wellbeing (Redekopp, D. E., & Huston, M., 2020).

Career coaching helps women to increase confidence and achieve better and healthier work-life balance (Brown and Yates, 2018).

Career coaching programmes in high-stress professions (e.g. healthcare) can promote wellbeing and simultaneously produce higher employee performance (Fassiotto et al, 2018).

In 2022, international researchers, practitioners and career leaders collaborated on a project that examined how wellbeing could be embedded into career guidance practice, culminating in a toolkit with a ten step process. ([dmh associates, 2022](#))

...As part of this study, it was found that career guidance professionals can lack confidence dealing with wellbeing issues. Case study research in Scotland and Wales shows progress towards clients better wellbeing through career interviews, and interventions that can also help practitioners to increase their confidence to deliver these outcomes ([Percy et al, 2024](#)).

A 2025 meta review of 35 papers provides strong evidence for the mental wellbeing effects of career guidance ([Milot-Lapointe, 2025](#)).

A series of papers by Charles Chen from the University of Toronto from 2020 has also explained how existing career guidance theories and approaches readily lend themselves to adapting to a wide range of situations to promote wellbeing for groups particularly at risk of seeing lower wellbeing due to, or compounded by, career related challenges e.g. recovering cancer patients, ex offenders, people with newly acquired disabilities, people experiencing mid-career layoffs from sectors in decline, and victims of workplace bullying.

Context and landscapes

Selected publications, listed below, cover literature reviews and specific studies that help make the case for the role of career guidance in supporting this agenda: The cases describe both the opportunities and challenges for CEIAG, and/or evidence for positive contributions.

Publications tend to provide one or more of the following types of insight for practitioners, decision-makers or policy makers, denoted in the "Type" column below: U = Understanding users, needs and experiences, P = Practices and their evaluation, C = Supporting or informing the investment case for careers, E = Understanding enablers of success in systems, processes and workplaces, T= Developing and criticising theories and frameworks.

NB: We have generally tried to include resources that are free to access, but have included a few important studies that require payment. These are denoted by "(Paid)" next to the URL link in the title column.

Case studies are described in the section below, also denoting studies where practices/interventions have been evaluated.

Title	Type	Themes	Brief description
Bartley, M., Sacker, A., Schoon, I., Kelly, M. P., & Carmona, C. (2005). Work, non-work, job satisfaction and psychological health. Evidence Review. (Link)	U C	The relationship between identity, wellbeing, and work and life	This evidence review is an attempt to open up a new area of potential interest to both public health and the field of work and employment. At the time, there had been relatively little work that related job satisfaction with wellbeing. Amongst various conclusions from the review, it was found that, "Work which provides fulfilment and allows individuals control over their working lives confers considerable health benefit".
Hartung, P. J., & Taber, B. J. (2008). Career construction and subjective well-being. Journal of Career Assessment, 16(1), 75-85. (Link)	P T	Application of career construction theory Incorporating subjective wellbeing goals in career discussions	This paper was an earlier effort at outlining implications for practice when incorporating wellbeing considerations. Specifically, the paper provides a review of career construction counselling, and applies the ideas to designing an intervention towards the ends of increasing clients' subjective well being: The aims of the intervention are for assisting individuals to identify and pursue self-selected goals and projects, endeavours that contribute to SWB."
Lent, R. W., & Brown, S. D. (2008). Social cognitive career theory and subjective	U T	Social cognitive career theory Subjective wellbeing	This paper looks at wellbeing from a wider perspective through the lens of social cognitive career theory, as the basis of career development professionals helping their clients to achieve it. The authors provide a brief

well-being in the context of work. Journal of career assessment, 16(1), 6-21. (Link)(Paid)			overview of the two primary conceptual approaches to the study of well-being in psychology, comparing 1) the hedonic idea of job satisfaction with 2) a social cognitive model that recognises multiple factors (e.g., emotional, cognitive, behavioural, social) as sources of job satisfaction.
Strauser, D. R., Lustig, D. C., & Çiftçi, A. (2008). Psychological well-being: Its relation to work personality, vocational identity, and career thoughts. The Journal of Psychology, 142. Social cognitive career theory and subjective well-being in the context of work. Journal of career assessment, 16(1), 6-21. (1), 21-35. (Link)(Paid)	U C	Understanding the relationships between identity, wellbeing, and career motivations	This study helps to understand more about the ways that individuals' characteristics affect their career motivations, behaviours and wellbeing. A range of theoretical model are also deployed to illustrate analysis of wellbeing from multiple perspectives within assessments. The study deployed is, itself, relatively small-scale (n=91 undergraduates), but shows the kind of insights that can be extracted from applying career and well-being theories in concert. Inter-relationships are found between personality, a sense of work purpose and wellbeing.
Briscoe, J. P., Henagan, S. C., Burton, J. P., & Murphy, W. M. (2012). Coping with an insecure employment environment: The differing roles of protean and boundaryless career orientations. Journal of Vocational Behavior, 80(2), 308–316. (Link)	U C	Tackling job insecurity Supporting decent work Improving career capabilities and wellbeing	A sample of working adults (N=362) were surveyed in the context of the recent economic recession to explore the coping mechanisms associated with different career attitudes and their subsequent impact on important individual work outcomes. Results of statistical analysis of the survey results demonstrated that boundaryless mindset and self-directed protean career attitudes were differentially correlated with external support seeking, active coping, and identity awareness, which in turn were differentially correlated with individual work outcomes of job search behaviour, performance, career success, and psychological well-being.
Akkermans, Jos, et al. "The role of career competencies in the Job Demands—Resou	T	Understanding wellbeing in career and work using the job demands-resources model	The job-demands resources model has been cited in many places in both employment and careers research. The model offers a useful way to structure the challenges of wellbeing

rces model." Journal of Vocational Behavior 83.3 (2013): 356-366. (Link)			in a career or work, by motivating consideration of how people can build the resources or reduce the demands of work, so as to improve wellbeing.
Robertson, P. J. (2013). The well-being outcomes of career guidance. <i>British Journal of Guidance & Counselling</i> , 41(3), 254-266. (Link)	T U E	Career guidance as a means to support wellbeing	The researcher talks about the lack of attention for wellbeing concerns within career guidance, and the subsequent relative lack of evidence. There are reasons based on its therapeutic characteristics that mean one might expect career counselling to offer wellbeing outcomes, but proving these was elusive at the time of writing. The paper shows the state of research at the time, and calls for more research and debate, framing questions for the profession and careers researchers.
UK Government, Collection - Health, work and wellbeing – evidence and research (Link)	E	Reviewing historic efforts to promote wellbeing at work.	This webpage summarises evidence, research and policy papers related to the health, work and wellbeing initiative which was conducted over a decade ago in the UK. It covers landscape reviews and government responses and also a scientific evidence review – Vocational rehabilitation: What works, for whom, and when
Friedman, H. S., & Kern, M. L. (2014). Personality, well-being, and health. <i>Annual review of psychology</i> , 65, 719-742. (Link)	U	Understanding the relationship between work, personality, and wellbeing	This is an extensive US longitudinal study that helps to explain some of the factors that contribute to wellbeing across a life-span, and also covers a range of literature on the same topic. The role of work is described: While recognising the role for balance, the findings also advocate positive engagement in work as a means for work to best contribute to wellbeing: “Challenging work in a demanding environment is {usually assumed to bring} long-term health risks; on the contrary, individual strivings for accomplishment and persistent dedication to one’s career or community often are associated with sizable health benefits.” It helps to identify the kind of attitudes and approaches career development professionals might aspire to reach with clients to support wellbeing.
Brand, J. E. (2015). The	U C	Making the case for career	The paper provides a literature review on the impact of job loss on wellbeing.

<p>far-reaching impact of job loss and unemployment. Annual review of sociology, 41, 359-375. (Link)</p>		<p>guidance to support people suffering unemployment from a wellbeing perspective.</p>	<p>It looks beyond the immediate subject of the job loss and recognises the effects on family members too. "Research suggests that displacement is associated with subsequent unemployment, long-term earnings losses, and lower job quality; declines in psychological and physical well-being; loss of psychosocial assets; social withdrawal; family disruption; and lower levels of children's attainment and well-being."</p>
<p>De Witte, H., Pienaar, J., & De Cuyper, N. (2016). Review of 30 years of longitudinal studies on the association between job insecurity and health and well-being: Is there causal evidence?. Australian Psychologist, 51(1), 18-31. (Link)</p>	<p>U C</p>	<p>The role of work in wider wellbeing</p>	<p>The authors review longitudinal studies on the consequences of job insecurity for health, investigating evidence for causation ("Does job insecurity influence outcomes?"), reversed causation ("Do specific outcomes predict job insecurity?"), and reciprocal causation. There is strong evidence for normal causation, in which job insecurity influences both psychological well-being and physical health over time. Clear evidence exists regarding exhaustion (burnout), general mental/psychological well-being, self-rated health, and a variety of physical complaints.</p>
<p>Maree, K. (2017). The psychology of career adaptability, career resilience, and employability: A broad overview. Psychology of career adaptability, employability and resilience, 3-11. (Link)(Paid)</p>	<p>U C</p>	<p>Analysing the role of career capabilities in influencing career outcomes, including wellbeing</p>	<p>The book from which this article is taken examines how the career counselling profession should respond to the changes in the world of work that have resulted from the modern digital era. In this particular paper, the role of career capabilities - adaptability, resilience, employability - are highlighted as being particularly important for managing career and maintaining wellbeing within an environment characterised by uncertainty and change..The evidence supports the case for career guidance as a means to imbue capability.</p>
<p>Nielsen, K., Nielsen, M. B., Ogonnaya, C., Käsälä, M., Saari, E., & Isaksson, K. (2017). Workplace</p>	<p>U</p>	<p>Understanding considerations from the field of workplace wellbeing and the efficacy of interventions</p>	<p>While not directly related to careers theory, this paper provides a useful review of 84 prior studies into the field of workplace interventions and the levels of evidence for their efficacy, towards the ends of improving workplace wellbeing.</p>

resources to improve both employee well-being and performance: A systematic review and meta-analysis. <i>Work & Stress</i> , 31(2), 101–120. (Link)			<p>Results show that interventions can help individuals, particularly the class of behavioural interventions.</p> <p>The paper also provides a useful observation in noting that differences in conclusions one might draw from cross sectional and longitudinal studies.</p>
Sirgy, M. J., & Lee, D. J. (2018). <i>Work-life balance: An integrative review. Applied Research in Quality of Life</i> , 13, 229-254. (Link)	U E	Understanding individual and environmental factors that lead to successful work life balance	This is a literature review into the broad and highly researched field of work life balance, which allows the authors to conceptualise a model based on individuals' engagement with work and non work life, and the conflict between the two lives. A series of conditional factors are deemed to shape work-life balance. The work provides insight into supporting people to create conditions to have healthier relationships with work.
De Neve, J. E., Krekel, C., & Ward, G. (2018). <i>Work and well-being: A global perspective. Global happiness policy report</i> , 74-128. (Link)	U E	Understanding the state of work wellbeing across the world and how data is influencing policy.	There are several measurements of global wellbeing in relation to work. The first Global Happiness Policy Report was presented at the World Government Summit in Dubai on February 10, 2018. The Global Happiness Policy Report is produced by the Global Happiness Council and contains papers by expert working groups on happiness for good governance. Our chapter on work and well-being provides evidence and policy recommendations on best practices to promote happiness and well-being in the workplace.
Łysiak, M., & Puchalska-Wasył, M. (2018). <i>Functions of internal temporal dialogues. British Journal of Guidance & Counselling</i> , 47(2), 210–222. (Link)	U P	Understanding types of internal dialogue, their role in wellbeing and happiness, towards the planning of career guidance discussions.	<p>This paper is not specifically related to careers guidance, but discusses internal dialogue and offers some insights for a) designing or planning career discussions, and b) reflective careers practice.</p> <p>Internal temporal dialogues perform several important functions, namely: support, redefining the past, balancing, distancing, advising, making decisions, acquiring wisdom and managing the future. This paper uses qualitative research with n=200 people to surface insights on internal</p>

			dialogue. The results are discussed with reference to the formation of well-being and happiness.
Robertson, P. J. (2018). Positive psychology and career development. <i>British journal of guidance & counselling</i> , 46(2), 241-254. (Link)	P T	Using positive psychology in career counselling	The paper considers the “positive psychology” movement that has become prominent in the early C21st as a way to help counselling clients towards resolving their challenges. Discussing the implications for its application in career counselling, the author proposes that it offers useful ideas to add, but has limitations due to neglecting social influences on career choice.
Redekopp, D. E., & Huston, M. (2018). The broader aims of career development: Mental health, wellbeing and work. In <i>The Pursuit of Happiness</i> (pp. 108-119). Routledge. (Link)	U P C	Career guidance as a means to support wellbeing	Evidence for the interactive relationships between work, career development, mental health and mental illness is reviewed, with an emphasis on the relationships between work (both “good” and “bad”) and wellbeing outcomes. Evidence for counselling/guidance interventions is believed “limited”: References are made to papers that show that interventions which lead to career preparedness (bolstering career self-efficacy and preparation against setbacks) can significantly reduce symptoms of depression. Organisational interventions are also reviewed. However, mechanisms for the impact of counselling and guidance are unclear. The paper concludes with suggestions for improving wellbeing via career development interventions.
Robertson, P. J. (2018). The impact of career guidance on the mental well-being of young people, report for the CDI (Link)	U C	Making the case for career guidance to contribute to the wellbeing of young people through the outcomes it achieves.	This paper provides a literature review that pulls together evidence on the role and impact of career guidance on young people. There are many reasons to consider career counselling a useful contribution to wellbeing: Practically, though career counselling is often depicted as a way to achieve the conditions in life that relate to wellbeing, rather than tackling well being directly i.e. “Career guidance supports people to access decent work, and education or training opportunities that provide access to a source of income, social contact, purposeful activity, and some healthy challenges”.

<p>Watson, D., Tregaskis, O., Gedikli, C., Vaughn, O., & Semkina, A. (2018). Well-being through learning: A systematic review of learning interventions in the workplace and their impact on well-being. <i>European Journal of Work and Organizational Psychology</i>, 27(2), 247-268. (Link)</p>	<p>U</p>	<p>Reviewing different approaches that have been tested to support wellbeing in workplaces</p>	<p>This review transcends career guidance and looks at the evidence for different approaches that have been tried with the goal of enhancing employee wellbeing: This review synthesises evidence from 41 intervention studies, and although no studies report a negative impact on well-being, 14 show no effect on well-being, with 27 studies having a positive impact. Studies are classified into different groups, relating to the mechanisms they try and use to achieve their ends. The authors conclude that the area has significant research gaps. Implications for CEIAG practitioners lie in both the evidence for the actions that clients might wish to take, and to inform the content of work-place career support programmes.</p>
<p>Ferreira, N. (2019). Enhancing career wellbeing: The role of workplace friendship, career adaptability and organisational commitment. <i>Theory, Research and Dynamics of Career Wellbeing: Becoming Fit for the Future</i>, 197-216. (Link)</p>	<p>U P E T</p>	<p>Understanding methods individuals can instigate themselves (and careers practitioners can promote) toward achieving better wellbeing at work.</p>	<p>This chapter is a literature review into “the role of self-regulatory career behaviour (workplace friendship, career adaptability and organisational commitment) in the career wellbeing context. Therefore, the objective of this chapter is to make a theoretical contribution by providing an overview of current research on workplace friendship, career adaptability and organisational commitment.” The paper identifies some considerations for career development professionals when working with clients at work and activities that could be explored. (The article itself is part of a wider collection of essays on the “Theory, Research and Dynamics of Career Wellbeing”).</p>
<p>Pfeiffer, S. I., & Prado, R. M. (2019). Psychotherapy Lessons that Inform Career Counselling. <i>Handbook of Innovative Career Counselling</i>, 615-631. (Link)</p>	<p>P</p>	<p>Adopting learning from effective psychotherapy into career guidance</p>	<p>This book chapter describes principles often found in mental health-based psychotherapy, and discusses their application to career counselling. Drawing upon the clinical psychotherapy research literature, and personal experience as therapists, the authors focus on two factors that have been found to each play a statistically significant and clinically beneficial role in the research literature on effective psychotherapy: the psychotherapy relationship and progress monitoring.</p>

			They propose that these two factors may also be relevant to career counselling.
Steiner, Rebekka, and Daniel Spurk. "Career wellbeing from a whole-life perspective: Implications from work-nonwork spillover and crossover research." Theory, research and dynamics of career wellbeing: Becoming fit for the future (2019): 163-182. (Link)	U	Understanding the interplay between careers wellbeing and personal lives	<p>This is an article from a wider (free) book that provides a relatively contemporary understanding of the concept of careers and wellbeing.</p> <p>This section examines the crossover research between wellbeing from a whole life perspective and characteristics of work lives. The paper raises consideration of spillover effects between work and personal domains, such as intraindividual transmission of resources and positive experiences across work and family domains, and the transmission of work-family experiences between key others. The ideas could promote career guidance professionals to explore obstacles and resources with clients.</p>
Wilhelm, Francisco, and Andreas Hirschi. "Career self-management as a key factor for career wellbeing." Theory, research and dynamics of career wellbeing: Becoming fit for the future (2019): 117-137. (Link)	U	Understanding career self-management	<p>This is an article from a wider (free) book that provides a relatively contemporary understanding of the concept of careers and wellbeing.</p> <p>Specific chapters cover topics such as career self-management, covering predictors, activities and outcomes.</p>
Brough, P., Timms, C., Chan, X. W., Hawkes, A., & Rasmussen, L. (2020). Work-life balance: Definitions, causes, and consequences. Handbook of socioeconomic determinants of occupational health: From macro-level to micro-level	U E	Understanding the impacts of work life (im)balance	"This chapter reviews the multiple definitions of work-life balance, including definitions focused on the equity of time spent in the work and non-work domains, satisfaction with performance/time spent in each domain, and the salience of each role for an individual." Antecedents of work life balance are discussed.

evidence, 473-487. (Link)			
Chadderton, C. (2020). School-to-work transitions support: 'cruel optimism' for young people in 'the state of insecurity'. <i>Power and Education</i> , 12(2), 173-188. (Link)	U P	Questioning the role of career guidance and balancing the concepts of 'freedom as emancipation' and 'freedom as insecurity'.	The paper provides a discussion and perspective that the current school system prepares students for a "state of insecurity", and that insecurity is promoted as freedom. The author reflects on the concept of 'cruel optimism', which constitutes a fantasy of a 'good life' which is in fact likely to be unattainable to many young people, especially the more disadvantaged.
Mehta, Y., & Hicks, R. (2020). The big five, mindfulness, and psychological well-being. <i>GSTF Journal of Psychology (JPsych)</i> , 4(1). (Link)	U	Understanding personality traits, behaviours and their relationship to wellbeing at work	This paper researches the way in which personality variables and mindfulness relate to psychological well-being: It does so through using a number of psychological models that link personality (the Big Five), mindfulness and psychological well-being within a survey of n=286 adults. Results include that mindfulness and personality both play a role in predicting psychological well-being, and supports attention to developing programs in mindfulness to help increase psychological well-being.
Redekopp, D. E., & Huston, M. (2020). The broader aims of career development: Mental health, wellbeing and work. In <i>The Pursuit of Happiness</i> (pp. 108-119). Routledge. (Link)	C	Providing evidence, and making the case, for the impact of career guidance on wellbeing. Understanding cases where career guidance can address wellbeing issues	This paper provides an updated view on the understanding of career development and wellbeing. Interactive relationships are reviewed between work, career development, mental health and mental illness, with an emphasis on the relationships between work (both "good" and "bad") and wellbeing outcomes. Evidence for counselling/guidance interventions, organisational interventions and policy directions are also covered. Examples of relationships between career guidance and wellbeing come in various forms, such as providing career preparedness, reduced symptoms of depression and a counter to longer term sickness absence.
Coetzee, M., Ferreira, N., & Potgieter, I. L. (2021). Exploring the construct validity of the	P	Measuring career wellbeing and devising institutional or sector wide recommendations	The authors lament the relative lack of research to provide a construct and measurement for career wellbeing. The motivation for the paper is heightened by the recent COVID pandemic. A scale for career

<p>Career Well-being Scale for its potential application as a career development tool in the coronavirus disease 2019 pandemic career space. <i>African Journal of Career Development</i>, 3(1), 9. (Link)</p>		<p>Using a career wellbeing assessment in a careers discussion</p>	<p>wellbeing is tested and validated with n=290 staff across different tiers of the service industry in South Africa. The authors conclude that the scale can be useful as a career intervention itself: “he CWS may potentially be useful in career development interventions focused on restoring clients’ perceived loss of autonomy and work volition when facing adversity and career distress.”</p>
<p>Ferreira, N.,Potgieter, I.L., and Coetzee, M. (eds) (2021) <i>Agile Coping in the Digital Workplace: Emerging Issues for Research and Practice</i>. Springer (Link)</p>	<p>U C</p>	<p>Assessing clients capability and adaptability needs, and the implications for CEIAG, in light of the impact of digital technology on the modern career.</p>	<p>This is a book with a series of chapters written by experts in the field of work wellbeing, with a particular emphasis on the role of digital technology in shaping work- and career-related health. (“Scholars and practitioners agree that the dynamic and exponential evolution of technological developments, smart digital innovations and automation will have a revolutionary impact on people’s career–life experiences.”) Articles cover coping strategies, resilience, leadership responsibilities, impacts on disability.</p>
<p>Heinrichs, K., Hermülheim, V., Pilz González, L., & Loerbroks, A. (2021). When in doubt... Career indecision, mental wellbeing, and consultation-seeking behaviour—a qualitative interview study among students and counsellors. <i>International Journal of Environmental Research and Public Health</i>, 18(23), 12604. (Link)</p>	<p>U E</p>	<p>Addressing mental health barriers to using career services, that prevent clients using services who might otherwise gain significant benefit.</p>	<p>While the potential for career guidance to help with mental health challenges is apparent, this study in Germany examined why services might not be used by those who would benefit. Research involved interviews with students who were casting doubts on their studies (n = 14) and counsellors (n = 16) working with this target group. Reasons for doubts expressed by students included insufficient information, unfulfilled expectations concerning the subject, subjectively poor study conditions, performance problems, and lacking future perspectives. Mental health problems were subjectively intertwined with such doubts, and were observed as being both cause and effect. Counselling services were evaluated as “hardly helpful” by students and as being in need of improvement by counsellors, while the authors believed guidance services need better ways to attract these students.</p>

<p>Hughes, D., Warhurst, C., & Duarte, M. E. (2021). Decent work, inclusion and sustainability: A new era lies ahead. <i>British Journal of Guidance & Counselling</i>, 49(2), 145-152. (Link)</p>	<p>U C</p>	<p>Considering the impact of decent work, and the impact of its absence, on the role for CEIAG on tackling global challenges and disadvantages.</p>	<p>This introduction to a special journal edition covers the particular trends and factors facing the world's workforce following COVID. "Decent work, inclusion and finding sustainable ways to tackle poverty, displacement and inequalities is considered vital to individuals, communities and economies. The contributors to this edition bring complementary theoretical and practical perspectives from their own research and analysis of decent work, inclusion and/or sustainability issues in Canada, Iceland, Ireland, Italy, Portugal, Singapore, the UK, US and West Africa."</p>
<p>Litchfield, P. et al (2021). Workplace wellbeing. <i>Perspectives in public health</i>, 141(1), 11-12. (Link)</p>	<p>U E</p>	<p>Reviewing evidence on how characteristics of work affect wellbeing</p>	<p>The author works for the UK's 'What Works?' centre for wellbeing, and in this brief paper looks at the high level conclusions from evidence of workplace practices and individual worker lifestyle factors that contribute to wellbeing. The point is made that for work to contribute to wellbeing, its effect needs to be considered more broadly than just in the workplace itself, and towards the wider impact of work on life. The author also notes that "Many companies have found that a public health approach of primary prevention, secondary intervention and tertiary rehabilitation is an effective structure for workplace implementation of wellbeing activities." The article references further useful resources.</p>
<p>Campbell, F., Blank, L., Cantrell, A. et al. Factors that influence mental health of university and college students in the UK: a systematic review. <i>BMC Public Health</i> 22, 1778 (2022). (Link)</p>	<p>U</p>	<p>Understanding factors that affect mental well being (in a higher education context)</p>	<p>The paper is a systematic review of observational studies that measured factors associated with student mental wellbeing, using evidence from five databases. Studies included ones undertaken in the UK and published within the last decade (2010–2020)</p>
<p>Blustein, D. L., Lysova, E. I., & Duffy, R. D. (2023). Understanding</p>	<p>T</p>	<p>Understanding the concept of decent work and differences with meaningful work</p>	<p>The paper provides a review of the concept of "decent work" and what it entails. The author differentiates "decent work" and "meaningful work" though connects the ideas through</p>

decent work and meaningful work. Annual Review of Organizational Psychology and Organizational Behavior, 10, 289-314. (Link)			the idea of satisfaction of needs. Questions in the area remain unanswered, however, leading to the researchers suggesting a research agenda towards the ends of defining decent work. The paper also applies the Psychology of Working theory, which raises consideration of the societal, organisational and individual factors that influence work-lives and the constraints that individuals face in career choices.
Russo, A., Zammiti, A., & Zarbo, R. (2023). Career readiness and well-being: The mediation role of strategies for coping with career indecision. Australian Journal of Career Development, 32(1), 14-26. (Link)	U C	Evaluating career self management practices and their influence on wellbeing	The study provides research that used several different models and frameworks to look at the relationship between well-being and the ways that people approach and manage their career decisions. The study used a survey with an adult population - mean age of 26 - in Italy. Both productive and support-seeking strategies were found to mediate the association between career readiness and flourishing and between career readiness and life satisfaction. The results have implications for the sort of activities career clients might be encouraged to pursue to increase well-being.
Gedikli, C., Miraglia, M., Connolly, S., Bryan, M., & Watson, D. (2023). The relationship between unemployment and wellbeing: an updated meta-analysis of longitudinal evidence. European Journal of Work and Organizational Psychology, 32(1), 128-144. (Link)	U C	Demonstrating the strong evidence base for the relationships between unemployment, well-being and life satisfaction	The authors provide an up-to-date quantitative synthesis of the evidence on the effect of unemployment on wellbeing based on 46 samples reported in 29 studies published between 1990 and 2020. Our sample includes longitudinal studies focusing on developed economies (e. g., EU-15 countries, UK, US, and Australia). Evidence is further developed through further analysis. "By exploring a wider range of wellbeing measures (both mental health and subjective wellbeing) and an extensive set of moderators capturing individual characteristics and country-level factors. In addition to the well-established negative impact upon mental health, our results present a negative relationship between unemployment and life satisfaction."
Sonnentag, S., Tay, L., & Neshor Shoshan, H.	U C	Understanding the latest research into the	The authors review the latest research into understanding which factors about work impact wellbeing.

<p>(2023). A review on health and well-being at work: More than stressors and strains. <i>Personnel Psychology</i>, 76(2), 473-510. (Link)</p>		<p>factors that affect well-being at work, which suggests possible areas for career guidance to support.</p>	<p>The paper covers three areas - 1) characteristics of individual workplaces (job resources, job stressors), 2) interpersonal and teamwork factors, leadership, and 3) specific employee behaviours. Cross cultural perspectives are also addressed.</p>
<p>Su, X., & Chan, K. L. (2023). The associations of decent work with wellbeing and career capabilities: A meta-analysis. <i>Frontiers in psychology</i>, 14, 1068599. (Link)</p>	<p>U C</p>	<p>Understanding the relationship between decent work/ good work and wellbeing</p>	<p>This paper includes an extensive literature review and a meta analysis on relationships between career capabilities, decent work and wellbeing. “30 studies (16,026 participants) were used for calculating the association between decent work and wellbeing whereas 26 studies (12,384 participants) were used for decent work and career capabilities.”</p>
<p>Virhia, J. (2023), Workplace wellbeing initiatives are not the key to happiness. London School of Economics (Link)</p>	<p>U C</p>	<p>Understanding factors that contribute to wellbeing at work</p>	<p>While this article discusses wellbeing at work more than careers per se, it provides useful and relevant insights for career professions who are seeking to promote the wellbeing of their clients. The articles describes research that concluded “Workplace wellbeing initiatives, involving meditation apps, subsidised gym memberships, yoga and free lunches, are a waste of employers’ time and money.” Instead, employers highlighted the importance of factors like autonomous working conditions and flexibility. The inference is that career development professionals could help clients to identify and craft working environments, as well as roles, that met their needs.</p>
<p>Balaj, M., Henson, C. A., Aronsson, A., Aravkin, A., Beck, K., Degail, C., ... & Gakidou, E. (2024). Effects of education on adult mortality: a global systematic review and meta-analysis. <i>The Lancet Public Health</i>. (Link)</p>	<p>U C</p>	<p>Understanding the relationship between engagement in education and later life mortality, to make the case for lifelong career guidance.</p>	<p>This paper provides indirect benefit for career guidance, through its ability to increase childrens’ engagement in education and support ongoing learning. The study presents a recent data analysis that reviews the influence of education on wellbeing: The positive effect of education on reducing all-cause adult mortality is known; however, the relative magnitude of this effect has not been systematically quantified. Results show that every year of education is associated with increased life expectancy.</p>

<p>Cignetti, M. & Piacentini, M. (2024). "Beyond grades: Raising the visibility and impact of PISA data on students' well-being," OECD Education Working Papers 313, OECD Publishing. (Link)</p>	<p>U</p>	<p>Using public data that relates educational and wellbeing outcomes for students to provide and promote a broader understanding of support needs</p>	<p>The paper reiterates the various challenges facing high school students in modern times, and references how these create risks to wellbeing. The OECD have responded by now including well-being metrics in their PISA data, that measures educational progress for students across many international settings, to promote a more rounded set of objectives for students from education and career development. This paper describes these moves and suggests ways to elevate wellbeing outcomes further.</p>
<p>Hartman, J. and Brown, N. (2024), Grief and Job Loss: Integrating Grief into Career Counseling Curriculum to Prepare Future Counsellors. NCSA (Link)</p>	<p>T</p>	<p>Managing grief in career counselling</p>	<p>This review article from the NCSA in the US discusses the application of psychological, counselling and career models into careers practices towards the ends of managing client grief.</p>
<p>Hughes, D., Warhurst, C., Bengler, E., & Ifans, M. (2024). Building better futures: Decent work, inclusion and careers support services in the UK. In Decent Work, Inclusion and Sustainability (pp. 73-87). Routledge. (Link)</p>	<p>C E</p>	<p>Making the case for career services to support decent work and inclusion (in the UK)</p>	<p>In the light of growing job security and economic challenges, the authors review how the UK careers support landscape in each of the four home nations are changing in response to the pandemic and the subsequent impacts. The authors present the argument that "quasi-market, experimental approach to careers provision in England has significantly weakened young people's access to professionally-trained advisers.... and the fragmented services are inadequate to support peoples' needs.</p>

<p>Maunz, L. A., & Glaser, J. (2024). Longitudinal dynamics of psychological need satisfaction, meaning in work, and burnout. <i>Journal of Vocational Behavior</i>, 150, 103971. (Link)</p>	<p>U C</p>	<p>Understand the process of burnout at work</p>	<p>This paper describes a literature review on burnout and measurements on n=781 employees to understand burnout. The author describes the process is well explained by the Conservation of Resources model, and that burnout occurs with the failure to satisfy basic psychological needs, including autonomy, competence and need satisfaction.</p>
<p>Taris, T. W., & de Jonge, J. (2024). Workaholism: Taking Stock and Looking Forward. <i>Annual Review of Organizational Psychology and Organizational Behavior</i>, 11, 113-138. (Link)</p>	<p>U P</p>	<p>Understanding workaholism, its effects and symptoms and interventions used to address it</p>	<p>This literature review draws from 50 years of work into workaholism. The authors clearly delineate what workaholism is (e.g. constant thoughts about work) from what it isn't (e.g. engagement). The paper discusses its measurement, antecedents, personal vulnerabilities, work-related factors, outcomes, and interventions. A wide range of actions have been validated as being effective, which represent considerations for career development professionals in their own practices when supporting clients with these issues.</p>
<p>Budworth, Marie-Hélène, and Huda Masood. "Guest editorial: Positive careers research: where do we go from here?." <i>Career Development International</i> 29.6 (2024): 613-621. (Link)(Paid)</p>	<p>P</p>	<p>State of play with using positive psychology in career counselling to the ends of improving wellbeing benefits</p>	<p>Positive careers research reached 25 years old in 2020, looking at how positive psychology can affect our perspectives of careers. This article was an introduction to a special journal edition. "Positive psychology emphasizes the importance of healthy functioning, positive experiences, well-being and thriving instead of surviving (Robertson, 2018). Scholars argue that positive psychology is a movement rather than a sub-field aimed to balance out psychology's bias towards dysfunction (Robertson, 2018; Seligman and Csikszentmihalyi, 2000). Moving away from a deficit-based or scarcity mindset to an abundance approach supports our understanding of human potential and optimal functioning (Linley et al., 2010). Through the lens of positive psychology, we begin to understand</p>

			the conditions under which potential is maximized and individuals can flourish."
Chen, Charles P. "Emotional Intelligence and Career Wellbeing." Canadian Journal of Career Development 24.1 (2025): 73-82. (Link)	P	Practices linked to wellbeing outcomes	The paper discusses emotional intelligence and career wellbeing, suggesting interventions for practitioners to these ends.
Litsardopoulos N, Gifford J, Sharma M, Allen A, Bajorek Z, Wilson T. (2025), Work and health: international comparisons with the UK. Institute for Employment Studies. A report for the Commission for Healthier Working Lives (Link)	U C E	Employment wellbeing - international comparisons with UK	This report – one of a series informing the Commission for Healthier Working Lives – investigates how the UK compares with 14 other European countries in the employment of workers with long-term ill health or disabilities. Our analysis uses nationally representative data from 15 European countries – the 'EU15', comprising the EU members from 1995 to 2004, a period when the UK was part of the European Union. We show that, relative to its European peers, the UK underperforms in the employment outcomes of people with long-term ill health. While workers with health limitations often face employment challenges, these challenges appear especially pronounced in the UK. In most areas, though not all, the UK is among the worst performers in the EU15. We see this across age groups but there are especially concerning signs for younger UK adults.

<p>Milot-Lapointe, F., & Arifoulline, N. (2025). A Meta-Analysis of the Effectiveness of Individual Career Counseling on Career and Mental Health Outcomes. <i>Journal of Employment Counseling</i>. (Link)</p>	<p>U C P</p>	<p>Overall review of the effectiveness of individual career counselling on career and mental health outcomes</p>	<p>This article reports on the results of the first meta-analysis on the effectiveness of individual career counseling. 35 independent samples were included that produced a weighted mean effect size of $g = 0.82$ for career outcomes and $g = 0.68$ for mental health outcomes. These effect sizes were heterogeneous across samples. Five intervention components significantly predicted career counseling effects on career or mental health components: psychoeducation concerning the decision process, cognitive restructuring, written exercises (occupational analyses), individualized feedback on career choice, and attention to decreasing potential obstacles. Our results suggest that individual career counseling can be a valuable mental health intervention when clients' mental health difficulties are intertwined with career concerns. They also highlight the importance that individual career counseling incorporates the five critical intervention components identified in this study to foster positive career or mental health outcomes.</p>
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Case studies

Selected publications that describe practices and outcomes for different challenges are listed below, with links in the title column. We have mostly included open access sources, but where the source requires payment, it is noted next to the link by "(Paid)".

Title	Role	Brief description
Koivisto, P. (2010). Preparing for working life: effects of group counseling on adolescents' career development and mental health (No. 92). Finnish Institute of Occupational Health. (Link)	Creating programmes to support work-life transition that account for wellbeing considerations	This short book reviews the concepts of career development and mental health and relates the two. In Chapter 2, the book reviews two studies that were designed to support successful transitions. (The "Work to Life" study and "Towards Working Life" study). As well as measuring education and employment outcomes, and the attainment of personal goals, the study also reviewed mental health. The first study showed a significant reduction in mental distress. The second suggested a reduction in the experience of financial strain. However, there were some nuanced results from both studies, such as the way that careers intervention did and didn't help with the construction of work-life goals.
Williams, J. E. (2014). Managing and supporting adolescent students experiencing mental health issues: A case study exploring motivation and career choice in further education (Doctoral dissertation, University of the West of England, Bristol). (Link)	Understanding the support requirements of users with mental health challenges (in a UK FE college)	This doctoral thesis was based on research in a single institution, with a small number of FE students. However, it combined detailed research through deep case study analysis with stakeholder interviews to elicit the experiences and the career guidance support needs of students who were experiencing mental health challenges of different sorts. The research highlighted some specific challenges that will be faced by clients and guidance practitioners alike (notably around the idea of "learned helplessness"). The author proposes that the organisational culture in this setting did not help the students. Some philosophical question were therefore also asked in relation to the role of staff.
Chen, C. P., & Haller, S. (2015). The role of career counselling in supporting career well-being of nurses. Australian Journal of Career Development, 24(1), 15-26. (Link)	Reducing and avoiding burnout in a caring profession	To examine the relationship between career burnout and career well-being in nurses, the article explores the many ways career counsellors can be of service to clients in the nursing profession, improving clients' career well-being via the enhancement of effective coping skills. In particular, the phenomenon of career burnout and its related issues and factors in nurses are identified and analysed.
Milot-Lapointe, F., Savard, R., & Le Corff, Y. (2016). Effect of Career Counselling on Mental Health: Using A Clinical Change	Achieving clinical changes in mental health through careers interventions	Basing their work on clinical change in mental health, this report documented a study that investigated the effect of a career counselling process on the mental health of clients. Of the 13 clients who participated in career counselling sessions, 8 were found to have experienced a "recovery" (30.8 %) or "improvement" (30.8 %)

<p>Method/Effet du counseling de carriere sur la sante mentale: utilisation d'une methode du changement clinique. Canadian Journal of Counselling and Psychotherapy, 50(3), 278-290. (Link)(Paid)</p>		<p>in mental health, while no change was experienced by the other 5 (38.5 %)</p>
<p>Brown, C., & Yates, J. (2018). Understanding the experience of midlife women taking part in a work-life balance career coaching programme: An interpretative phenomenological analysis. International Journal of Evidence Based Coaching and Mentoring, 16(1), 110-125. (Link)</p>	<p>Supporting mental health amongst mid-career women using a small-group intervention</p>	<p>This action-research involved five female participants, based in London, on a career coaching programme designed to improve work-life balance. The programme was found to offer a safe place to support women in reconciling work and life roles with their individual values and needs. Through increasing positivity and resilience the coaching enabled participants to define and shape a better work-life balance. A detailed way that the intervention helped with wellbeing were elicited (e.g. "The positive interventions encourage participants to consciously express gratitude and savour experiences between sessions"). The paper also contains a literature review on work-life balance for women and represents an application of action research to evaluate practice.</p>
<p>Fassiotto, M., Simard, C., Sandborg, C., Valantine, H., & Raymond, J. (2018). An Integrated Career Coaching and Time-Banking System Promoting Flexibility, Wellness, and Success: A Pilot Program at Stanford University School of Medicine. Academic Medicine (Ovid), 93(6), 881–887. (Link)</p>	<p>Implementing career coaching programmes in workplaces that achieve both better career satisfaction and higher performance</p>	<p>The challenges and stresses of faculty in medicine experience are described, leading to staff stress and dissatisfaction, compromising success. In this study, "a taskforce convened to diagnose the state of work-life flexibility at Stanford University School of Medicine uncovered two major sources of conflict for faculty: work-life conflict, caused by juggling demands of career and home, and work-work conflict, caused by competing priorities of the tripartite research, teaching, and clinical mission of an academic medical center combined with service and administrative tasks." To counter this challenge, a workforce pilot program was designed that "incorporated two elements to mitigate work-life and work-work conflict: integrated career-life planning, coaching to create a customized plan to meet both career and life goals; and a time-banking system, recognizing behaviors that promote team success with benefits that mitigate work-life and work-work conflicts." an analysis of research productivity indicated that over the two-year program, ABCC program participants received 1.3 more awards, on average, compared to a matched set of nonparticipants, a funding</p>

		<p>difference of approximately \$1.1 million per person. These results suggest that it is possible to mitigate the effects of extreme time pressure on faculty at academic medical centers, even within existing institutional structures.</p>
<p>Coetzee, M., Ferreira, N., & Potgieter, I. L. (2021). Exploring the construct validity of the Career Well-being Scale for its potential application as a career development tool in the coronavirus disease 2019 pandemic career space. <i>African Journal of Career Development</i>, 3(1), 9. (Link)</p>	<p>Measuring and analysing career wellbeing in the workplace using a validated survey instrument</p>	<p>This paper was written in light of there being relatively little research on empirical measurements of career wellbeing. The study used the Career Wellbeing Scale within a survey to validate the measurement and demonstrate its applicability in a South African workplace. The author concluded that, "his study contributed to the career development research literature by validating the usefulness and multidimensionality of the CWS for the study sample. The CWS may potentially be useful in career development interventions focused on restoring clients' perceived loss of autonomy and work volition when facing adversity and career distress."</p>
<p>Coetzee, M. (2019). Goal facilitation theory as counselling framework for enhancing employees' career adaptability and thriving at work. <i>Handbook of innovative career counselling</i>, 71-88. (Link)</p>	<p>Measuring career capabilities and behaviours to determine career intervention needs</p>	<p>This is a global study of diverse professional workers with the aim of relating three concepts: career instrumentality (i.e. the belief that meeting goals will generate rewards), career adaptability and thriving at work. The dynamics were found to change over the life span. Implications were drawn for practice: "The findings highlight organisational career instrumentality and career adaptability attitudes and behaviours as important mechanisms in career counselling intervention for understanding the dynamics between personal goal pursuit and state of thriving within the boundary conditions of clients' life stage/" The paper thereby provided a way to measure clients' attitudes to diagnose intervention needs towards the ends of helping clients to develop approaches to thrive.</p>
<p>Milot-Lapointe, Francis, et al. "Effect of individual career counseling on psychological distress: impact of career intervention components, working alliance, and career indecision." <i>International Journal for Educational and Vocational Guidance</i>, vol. 20, no. 2, July 2020, pp. 243+ (Link)</p>	<p>Providing a career intervention that reduces client indecision and psychological distress (applied in a higher education setting)</p>	<p>This was a study into the effect of career counselling on mental health indicators for higher education students in Canada. This study examined the impact of intervention components, working alliance, and career indecision on the change in psychological distress during the career counselling processes. Participants were 111 university students who received an average of 3.19 sessions of naturally occurring career counselling. Results indicated that: (a) written exercises in-session, individualised feedback and working alliance significantly predict change in psychological distress; and (b) effects of both career intervention components and working</p>

		alliance on psychological distress were mediated by change in career indecision.
Nacif, A. (2021). BeWell: a group coaching model to foster the wellbeing of individuals. International Journal of Evidence Based Coaching and Mentoring, 15, 171-186. (Link)	Learning from therapeutic approaches to create a group intervention for disadvantaged groups	The paper describes a group approach applied to wellbeing (not careers per se). The participants were adults from two disadvantaged/at risk groups (domestic abuse victims and people with HIV). Coachees' wellbeing improved after the group coaching interventions and the data analysis shows that the programme supported coachees in various areas associated with wellbeing, such as meaning, positive emotions, locus of control, and new perspectives. Furthermore, coachees reported that the coaching programme raised their self-awareness and provided them with a supportive environment for action and change.
dmh Associates (2022), Career development and wellbeing. A practical toolkit (Link)	Deploying tools in practice that support wellbeing	Dr Deirdre Hughes (Research Director) led an international collaborative research project, in association with Liane Hambly and Chris Percy (Senior Associates), with input from specialist practitioners and career development senior leaders from Wales, Scotland and Canada to produce this "Career Development and Wellbeing practical toolkit" The document "Building Brighter Futures" contains definitions, case studies, and a ten stage interview process.
Petersen, IL.V.L., Mariager-Anderson, K., Patillon, TV. et al. Existential career guidance for groups of young refugees and migrants: a Danish initiative. Int J Educ Vocat Guidance 22, 511–529 (2022). (Link)	Delivering a group intervention to support a group in more extreme distress and confusion (migrants)	This paper provides an example of career guidance tackling a group that are suffering from more extreme distress, namely migrants who "often find themselves struggling with feelings of alienation, identity confusion and loss of meaning." A five-step intervention model of existential career guidance for groups is shown to support young migrants' and refugees' reflections on and experiences with how to live a meaningful life, while also provide benefits to the practitioner. (NB "Migrants" are to be covered in a separate sections)
Thompson, Rachel, Darakhshan Razzaq, and Mohammed Ehsaanuz Zaman. "482 Evaluating the effects of careers advice on Foundation Doctors' perspectives of a paediatric career at the National Paediatric Foundation Conference." (2023): A446-A447. (Link)	Careers advice events to reduce anxiety and increase positivity (amongst trainees)	This research was an evaluation of the effect of career advice via a conference event. in a specific context of a competitive field, delivered to foundation doctors. By increasing specific understanding of training requirements, indicators of confidence and reduced anxiety were seen in the post-event evaluation.
Otu, M. S., & Sefotho, M. M. (2024). Use of cognitive-behavioural	Applying cognitive-behavioural	This study in Nigeria examined whether a career coaching intervention could support public employees that were suffering a high

<p>career coaching to reduce work anxiety and depression in public employees. World Journal of Clinical Cases, 12(2), 322-334. (Link)</p>	<p>career coaching to support working clients with high degrees of anxiety or depression</p>	<p>degree of stress and depression. A total of 120 public employees (n = 60) suffering from severe anxiety and depression were randomly assigned to the treatment or control groups. Analysis indicated a significant effect was achieved from cognitive- behavioural career coaching on work anxiety and depression.</p>
<p>Percy, C., Bartley, E., Hambly, L., Hughes, D., & Lawrence, N. (2024). Embedding wellbeing in career development practice: trialling a new structure for guidance conversations in Scotland and Wales. British Journal of Guidance & Counselling, 52(1), 36-51. (Link)</p>	<p>Embedding wellbeing considerations into guidance discussions</p>	<p>The authors report a lack of confidence from some practitioners in using guidance to address clients with wellbeing challenges. This practitioner-researcher collaboration explored the question: "how can we embed wellbeing more explicitly into guidance practice?" Consultations with practitioners and researchers from Canada, England, Scotland, and Wales led to this pilot which was tested in Scotland and Wales. Quantitative evaluations, supported by four case examples, show customer wellbeing progress during initial guidance interviews and gains in practitioner confidence following training.</p>
<p>Hampton, S. E. (2024). Empowering Educators: Exploring the Impact of Coaching on Mid-Career High School Teachers' Wellbeing and Professional Growth. International Journal of Evidence Based Coaching & Mentoring, 22. (Link)</p>	<p>Coaching for wellbeing: a case study amongst mid-career teachers</p>	<p>The authors describes evidence and research on the wellbeing of educators, and particularly references the role of coaching as a useful intervention to support the wellbeing of mid-career teachers. Interviews with six teachers in the UK and New Zealand lead the author to suggest ways that coaching helped.</p>
<p>Stavropoulou, E., Pezirkianidis, C., Kounenou, K., & Stalikas, A. (2024). A Pilot Strength-based group counselling intervention in career calling and wellbeing. Hellenic Journal of Psychology. 21(1), 98-121 (Link).</p>	<p>Using an online group exercise to increase career calling, wellbeing and character strengths (applied in higher education)</p>	<p>The study investigated the implementation and effectiveness of an internet-delivered group counselling intervention called "What is your superpower?", which aimed to enhance career calling, well-being, and character strengths among young adults. Twenty-five Greek undergraduate university students participated in the study and were divided into two groups. The experimental group attended the six-week program. The results showed positive outcomes for the group, which were sustained in a follow-up survey a month later..</p>

<p>Agcas (2024), Phoenix Issue 172 (Link)</p>	<p>Understanding various aspects of how careers guidance supports wellbeing (higher education focus)</p>	<p>This edition was dedicated to wellbeing and described articles to create career services to support students in this regard. Topics covered included supporting vulnerable students, supporting students to increase resilience in the the labour market, inclusive practices and understanding relationships between mental health and career resilience.</p>
<p>Gifford, J. (2025), Webinar recording & slides: What lessons can the UK learn from international approaches to work and health?. Institute for Employment Studies (Link)</p>	<p>International best practices on wellbeing in employment</p>	<p>A webinar recording and slides from Jonny Gifford's presentation at The Health Foundation webinar: What lessons can the UK learn from international approaches to work and health? This online event brought together leading labour market and workplace experts from the UK and beyond to explore practical ways to improve workforce health.</p>

Future research questions

The CDI discusses research questions and gaps with expert academics. Candidate topics we have heard discussed for further research include:

- Developing broader outcome measures for evaluating career guidance that consider wellbeing.

Some interests of the CEIAG sector covered in other disciplines that cover comparable topics (e.g. education, organisational psychology). Some related research agendas and questions include:

- In education, the UK government described a whole school approach to mental health ([UK Government, 2021](#)). There are extensive studies covering wellbeing in wider education, and suggesting further research topics. For instance, the UK landscape was reviewed by ([Long et al, 2021](#))
- In employment, a book has been published in 2021 ([Calloway and Cooper, 2021](#)) specifically to define the extensive research agenda in the area of workplace wellbeing.
- An extensive literature review and research agenda was carried out into cross over research between family and careers literature, covering wellbeing impacts ([Kossek et al, 2020](#))(Paid).
- A research agenda was proposed into work, safety, health and wellbeing, addressing working conditions and job insecurity ([Sorensen et al, 2020](#))(Paid).

Relevant institutions

The relationship between CEIAG and labour market demand is considered by all government departments and the various education, careers and public service institutions cited in our reviews across the different career stages. Below, we have identified several further organisations who are active in research and produce reports, articles or data that contribute more specifically to this topic of Wellbeing.

Title	Brief description
Advisory, Conciliation and Arbitration Service.(Acas) (Link)	Acas are the UK’s Advisory, Conciliation and Arbitration Service. offering employees and employers free, impartial advice on workplace rights, rules and best practice. They are also active in publishing studies, such as to understand workplace conflict, creating conditions for employees to produce good quality work, supporting equality, diversity and inclusion, and a particular theme on <u>wellbeing at work</u> .
Chartered Institute for People Development (CIPD) (Link)	The CIPD are the professional body for HR and people development. The CIPD publishes studies on all aspects of working lives and organisational practices. (See the ‘Data sources’ section below). Some specific studies have covered wellbeing aspects.
Harvard Centre for Work, Health and Wellbeing (Link)	The Center is one of 10 Centers of Excellence funded in the US to conduct research on the concepts of “Total Worker Health”. The centre publishes frequent research studies back to the early 2010s to understand workplace wellbeing and its determinants.
Health and Safety Executive (Link)	The Health and Safety Executive (HSE) is Britain’s national regulator for workplace health and safety. The role of the organisation is about “protecting people and places, and helping everyone lead safer and healthier lives”. The HSE produce ongoing tracker data (see Data source below), assessment tools and other articles.
Institute of Employment Studies (Link)	The IES carry out research with a broad remit, including a section on health and wellbeing in relation to work.
London Centre for Work and Health (Link)	A relatively recent enterprise having <u>only been founded in 2022</u> , the LCWH aims to “facilitate working-age people to have and maintain healthy, fulfilling work through a multidisciplinary research centre focusing on work and health.” The centre has already produced a range of research studies.
Mental Health Foundation (Link)	Since 1949, the Mental Health Foundation has been leading the UK in building good mental health.The Foundation are highly active in research and their publications provide evidence-based information on a variety of mental health topics.
Mind (Link)	Mind are a leading charity focussed on supporting people disproportionately affected by mental health issues (from racialised communities, young people, and people living in poverty.) Mind’s research studies support their lobbying strategy and also raises different aspects of mental wellbeing challenges that are particularly relevant to vulnerable groups.
NHS Wellbeing (Link)	The NHS provide resources by way of evidence-based approaches to workforce wellbeing and provides a useful basis for employers when reviewing approaches and programmes.
Wellbeing Research Centre (Link)	The Wellbeing Research Centre is an interdisciplinary research group at the University of Oxford focused on the empirical study of

	<p>wellbeing. It covers research on wellbeing across the life course and in the context of schools, businesses and public policy. The main focus of research is on measures that capture how people feel about their lives and what the causes and consequences are of differences in wellbeing between individuals as well as changes over time.</p>
<p>What works wellbeing? (Link)</p>	<p>The UK's independent body for wellbeing evidence, policy and practice. The body publishes a wide range of case studies in different UK settings and show evaluation approaches.</p>

Publications

Wellbeing, particularly indicators of mental wellbeing such as self-efficacy and self-esteem, is a frequent theme of publications in the main career development journals, as well management, sociology and economic journals amongst others. The following publications are offer further and more-specific research into this specific agenda, with papers that offer different perspectives on career development and/or guidance and career education related factors:

Title	Brief description
BMC Public Health (Link)	BMC Public Health is an open access, peer-reviewed journal that considers all aspects of public health. The journal has a special focus on the social determinants of health, the environmental, behavioural, and occupational correlates of health and disease, and the impact of health policies, practices and interventions on the community.
European Journal of Work and Organizational Psychology (Link)	The journal covers many aspects of organisational psychology, but has a constant stream of papers covering aspects of wellbeing, job satisfaction and adverse job-related states such as anxiety, stress et al.
International Journal of Behavioural Development (Link)	The International Journal of Behavioral Development (IJBD) promotes the discovery, dissemination and application of knowledge about developmental processes at all stages of life.
Human Development (Link)	This is a well established journal examining the processes of human development. While mainly based in psychological ideas, it encourages publications from wider fields.
International Journal of Social Welfare (Link)	The International Journal of Social Welfare publishes original articles in English on social welfare and social work that focus on contemporary social issues such as poverty and inequality, child welfare, health, mental health, migration and immigrants, and ageing.
International Journal of Wellbeing (Link)	An open access, peer reviewed journal promoting interdisciplinary research on wellbeing.
Journal of Happiness Studies (Link)	The international peer-reviewed Journal of Happiness Studies is devoted to theoretical and applied advancements in all areas of well-being research. It covers philosophy, economics, international development, politics, sociology, among other topics, and interdisciplinary studies.
Journal of Human Development and Capabilities (Link)	The peer-reviewed journal of the Human Development and Capabilities Association launched in January 2000, and provides a multidisciplinary coverage on policy and practices related to human development. Topics span economic, social, political, institutional and environmental issues.
Journal of Occupational and Organizational psychology (Link)	An international journal publishing research on contemporary industrial, organisational, work, vocational, personnel psychology, human factors, industrial relations and industrial sociology. Interdisciplinary and multidisciplinary approaches are encouraged/
Journal of Occupational Health Psychology (Link)	The journal includes theory, research, and public policy articles in occupational health psychology. The journal has a threefold focus, including organisation of work, individual psychological attributes, and work–nonwork interface in relation to employee health, safety, or well-being

Journal of Philosophy of Life (Link)	The aim of this journal is to promote international dialogue on the philosophy of life. It covers cross-cultural, comparative, or historical research on philosophies of life, death, and analysis of contemporary issues.
Journal of Workplace Behavioural Health (Link)	A refereed scholarly global journal publishes on “practices and research supporting a variety of professionals, whose work is focused on the intersection of the holistic well-being of employees, family members, and work environments implementing innovative practices.”
Longitudinal and Life Course Studies (Link)	A peer-reviewed journal dedicated to research studying the life course and using longitudinal methods at the interfaces of social, developmental and health sciences. (This is the journal of the Society for Longitudinal and Life Course Studies (SLLS))
Scandinavian Journal of Work, Environment and Health (Link)	The Scandinavian Journal of Work, Environment, and Health is an independent journal, run on a not-for-profit basis by the Nordic Association of Occupational Safety and Health (NOROSH). The aim of the Journal is to promote research in the fields of occupational and environmental health and safety. Areas of interest include occupational and environmental epidemiology, occupational and environmental medicine, psychosocial factors at work, physical work load, physical activity, work-related mental and musculoskeletal problems, aging, work ability and return to work, working hours and health, occupational hygiene and toxicology, work safety and injury epidemiology as well as occupational health services
Work and Stress (Link)	An international, multidisciplinary quarterly presenting high-quality papers concerned with the psychological, social and organisational aspects of occupational health and well-being, and stress and safety management. It is published in association with the European Academy of Occupational Health Psychology.

Data sources

Reputable data sources that provide context into this area are noted below. These may be useful for measuring effect sizes, studying trends over time or comparing different groups or geographies.

Title	Brief description
CIPD Good Work Index (Link)	The CIPD Good Work Index is an annual benchmark of job quality in the UK. Each year, we survey more than 5,000 workers from different sectors and occupations about key aspects of their work and employment to offer evidence-based insights for people professionals, employers and policy-makers to improve work and working lives.
CIPD Wellbeing at work fact sheets (Link)	The CIPD summarise research into a series of fact sheets that show the importance of wellbeing.
CIPD Working Lives Survey. Job Quality Index (Link)	A survey that measures the UK workforce's perceptions of their job quality. The study compares international indicators.
Confederation of British Industry, Work Health Index (Link)	The CBI poll members and measure a "work health index" that covers working days lost, costs, and the cost of health interventions taken by British Business.
European Working Conditions Survey (Link)	Longitudinal data set and trends from Europe from 1990 measuring workplace welling. It covers issues such as employment status, working time duration and organisation, work organisation, learning and training, physical and psychosocial risk factors, health and safety, work-life balance, worker participation, earnings and financial security, work and health, and most recently also the future of work.
Health and Safety Executive - employee surveys (Link)	The HSE report various data and provide reports in health and wellbeing matters at work, such as the HSE Management Standards Indicator tool. One of the key indicators that they track is the number of lost days at work due to health or safety related issues.
NHS, Data (Link)	The NHS publishes more than 200 data sets on regional and national health matters. Data sets cover the prevalence of issues, while reports also summarise the data for policy.
OECD, Better Life index (Link)	The OECD publishes a scorecard of indicators that reflect general wellbeing across a range of nations including Great Britain, with various indicators of work wellbeing amongst them.
OECD, Child wellbeing dashboard (Link)	The OECD Child Well being Dashboard is a tool for policy makers and the public to monitor countries' efforts to promote child well being. It has 20 key internationally comparable indicators on children's well being outcomes, plus a range of additional context indicators on important drivers. (Many more datasets on related themes can be found from the OECD:s data observatory while wellbeing-related metrics captured in the OECD database are defined here)
Office of National Statistics, Wellbeing	The data show how children aged 0 to 15 years in the UK are coping in a range of areas that matter to their quality of life, reflecting the circumstances of their lives and their own

of Children dataset (Link)	perspectives. This is a subset of the children's well-being indicators.
The Children's Society, Good Childhood Index (Link)	The Good Childhood Index is an index of subjective wellbeing for children aged eight and over. it covers the main aspects of children's lives, including those identified by children themselves. Wellbeing themes are integral to many of the metrics measured..
The UK Insecure Work Index (Link)	his is an annual UK survey that measures different aspects of work insecurity in the UK.
UK Government, Personal well being (Link)	A government survey that measure life satisfaction, worthwhile, happiness, and anxiety, by select geographies including local authority level and individual characteristics and circumstances.
World Health Organisation (Link)	The World Health Organisation capture and report on a vast number of metrics across the world, supporting trend analysis and country profiling.