

University of Groningen

Career roles

de Jong, Nicole

DOI:
[10.33612/diss.101440931](https://doi.org/10.33612/diss.101440931)

IMPORTANT NOTE: You are advised to consult the publisher's version (publisher's PDF) if you wish to cite from it. Please check the document version below.

Document Version
Publisher's PDF, also known as Version of record

Publication date:
2019

[Link to publication in University of Groningen/UMCG research database](#)

Citation for published version (APA):
de Jong, N. (2019). *Career roles: their Measurements, Determinants and Consequences*. [Thesis fully internal (DIV), University of Groningen]. Rijksuniversiteit Groningen.
<https://doi.org/10.33612/diss.101440931>

Copyright

Other than for strictly personal use, it is not permitted to download or to forward/distribute the text or part of it without the consent of the author(s) and/or copyright holder(s), unless the work is under an open content license (like Creative Commons).

The publication may also be distributed here under the terms of Article 25fa of the Dutch Copyright Act, indicated by the "Taverne" license. More information can be found on the University of Groningen website: <https://www.rug.nl/library/open-access/self-archiving-pure/taverne-amendment>.

Take-down policy

If you believe that this document breaches copyright please contact us providing details, and we will remove access to the work immediately and investigate your claim.

Downloaded from the University of Groningen/UMCG research database (Pure): <http://www.rug.nl/research/portal>. For technical reasons the number of authors shown on this cover page is limited to 10 maximum.

Career Roles

**Their Measurements,
Determinants
and Consequences**

Nicole de Jong

This research was supported by GITP International BV, the Insitute for Integration and Social Efficacy and the University of Groningen. Financial support for printing this thesis was received from the University of Groningen.

Cover inspiration: Morgan Shimeld

Cover & layout: Douwe Oppewal

Printed by: Ipskamp Printing BV.

ISBN 978-94-034-2116-2 (printed version)

ISBN 978-94-034-2115-5 (electronic version)

© Nicole de Jong. All rights reserved. No part of this publication may be reproduced, stored in a retrieval system, or transmitted, in any form or by any means, electronic, mechanical, photocopying, recording, or otherwise, without permission in writing from the author.



rijksuniversiteit
 groningen

Career Roles

Their Measurements, Determinants and Consequences

Proefschrift

ter verkrijging van de graad van doctor aan de
 Rijksuniversiteit Groningen
 op gezag van de
 rector magnificus prof. dr. C. Wijmenga
 en volgens besluit van het College voor Promoties.

De openbare verdediging zal plaatsvinden op

donderdag 5 december 2019 om 16.15 uur

door

Nicole de Jong

geboren op 28 juni 1986
 te Groningen

Promotor

Prof. dr. B. M. Wisse

Copromotor

Dr. J. A. M. Heesink

Beoordelingscommissie

Prof. dr. G. G. Anthonio

Prof. dr. M. Ph. Born

Prof. dr. S. Otten

Contents

Chapter 1	General Introduction	7
Chapter 2	Measuring Identification with Career Roles. CRIQ: An Innovative Measure using Comparison Awareness to avoid Self-presentation Tactics	19
Chapter 3	Personality Traits and Career Role Enactment: Career Role Preferences as a Mediator	43
Chapter 4	Career Role Enactment and Perceived Employability: the Moderating Role of Ambidextrous Leadership	85
Chapter 5	General Discussion	109
	References	121
	Appendix	133
	Dutch Summary Nederlandse Samenvatting	141
	Acknowledgements Dankwoord	149
	About the Author	153

