

## Abstract

Career development literatures began to emphasize the importance of career self-management since contemporary careers are protean and boundaryless. Using a survey study among a sample of Hong Kong full-time employees from various organizations (N=149), with reference to career construction theory (Savickas, 2005) and regulatory focus theory (Higgins, 1997), this study examined the roles of work regulatory foci and proactivity in predicting career self-management behaviours, and the mediation role of career adaptability. As hypothesized, work promotion focus and proactivity were both positively related to career self-management behaviours, with mediation by career adaptability. Contrary to the hypothesis, work prevention focus was positively instead of negatively related to career self-management behaviours, and mediation by career adaptability was not supported. This study contributes to the literatures on career adaptability and career self-management behaviours, filling in the research gap by the more proximal variables, and reveals the positive role of work prevention focus in predicting career self-management behaviours.

*Keywords:* career self-management behaviours, career adaptability, work regulatory focus, proactivity