

Abstract

Uniform group training has been a popular extra-curricular activity among adolescents in Hong Kong. Despite the training focus of each uniform group varies, they provide group and leadership training in common. With abundant opportunities to stand out to be a leader in their respective uniform group, the participants can enhance the understanding to themselves, and are able to foster their sense of ability when they gain new skills and accumulate experience of being a leader, which provides a fertile ground for the participants to nurture their self-esteem. Besides, with diversified training and activities, the uniform group training also offers chances for the participants to gain knowledge about the core components of different vocations, such as medical knowledge, aerial knowledge, social service and so on, which serves a guide and reference for the participants to decide their future employment. Therefore, it was hypothesised that individuals with uniform group training will score higher in self-esteem and lower in career indecision than those without receiving uniform group training. Besides, individuals with different personality traits such as extraversion and conscientiousness inclined to act differently. Therefore, it was hypothesised that extraversion and conscientiousness would moderate the relationship between uniform group training and career indecision and between uniform group training and self-esteem. Present study adopted cross-section and quantitative design, with 116 participants participating in the study. Results showed that uniform group training correlate positively with low level of career indecision and with self-esteem. Both extraversion and conscientiousness moderated the relationship between uniform group training and self-esteem but not between uniform group training and career indecision. These findings have expanded the knowledge in the field of counselling, especially career counselling and coaching, and provided insights and suggestions for educators and school-guidance personnel when they render whole-person education / training to adolescents.

Keywords: uniform group, personality, self-esteem, career, moderation