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Abstract

Background: Career calling has received significant attention in the last decade, showing an association between calling and varied aspects of wellbeing. However, there is scarce work that has contextualized these concepts within the individual's immediate environment. This paper explored the role of social support in the association between career calling and wellbeing.

Methods: This cross-sectional study is a correlational study based on a survey data from a sample of 96 Turkish immigrant women currently living in the United Kingdom. Quantitative methodologies were used, including hierarchical regression and mediation analysis to examine the associations between career calling, social support and wellbeing.

Results: Results showed that both presence and search dimensions of career calling, and social support from a special person, family and friends had significant associations with PERMA (Positive emotions, engagement, relationships, meaning, accomplishment). The path analysis showed some indirect effects in this relationship, such that support from family and friends predicted higher levels of wellbeing via the mediational role of search for a calling for this group of immigrant women.

Discussions: These findings add notable insight to literature that explores the indirect ways of the relations between career calling, support and wellbeing. The present study showed that social support can shape the relation between career calling and wellbeing in such a way that the importance of social support for immigrant women become more apparent.

Conclusions: The implications of the results underlined the importance of considering career calling and wellbeing within the wider social context of the individuals. Especially in a time when uncertainties and anxieties are on the rise, career calling can help people live a better life, and a contextual positive psychology perspective to career calling can further contribute to how different groups of people individually as well as collectively experience it.

How does social support shape the relationship between career calling and PERMA?

Career calling has received significant attention in the last decade, showing an association between calling and varied aspects of wellbeing. Career calling is often conceptualised as an individual endeavour leading to personal fulfilment of one's purpose in life. Furthermore, recent work (Buis, Ferguson & Briscoe, 2019) shows that pursuing one's calling can significantly be enhanced by one's social network. Contextualizing the individualistic notion of career calling within the individual's immediate environment provides new insight and direction for empirical research. However, there is scarce work that has linked calling, social support and wellbeing. This paper explored the role of social ties, and in particular social support, in the association between calling and wellbeing.

The field of Positive Psychology provides various definitions of wellbeing. Satisfaction with life has been a popular construct, conceptualized as being one of the components of subjective wellbeing (SWB), the other two components being high positive affect and low negative affect (Diener et al., 1985). Going beyond hedonic wellbeing which focuses on seeking pleasurable activities, eudaimonic wellbeing models were also proposed, such as psychological wellbeing (PWB), in which several capacities were seen as facilitators of optimal functioning (Ryff, 1989). More recent conceptualizations provided a more holistic perspective to wellbeing, incorporating both hedonic and eudaimonic features, such as PERMA (Seligman, 2011).

PERMA model is multidimensional, consisting of five wellbeing pillars. Positive emotion refers to the experience of positive emotions; engagement refers to being immersed in life pursuits; relationships refer to having satisfying relationships with others; meaning refers to working towards a goal bigger than oneself; and accomplishment refers to achieving success (Seligman, 2011, 2018). In this model of wellbeing, no one element defines wellbeing on its own, but each contributes to it. Wellbeing is a combination of feeling good and having meaning and engagement, good relationships, and a sense of accomplishment which then leads to flourishing (Seligman, 2011).

Career calling has also been defined in various ways. While neoclassical approaches consider calling as a duty to serve society, modern approaches consider it to be pursuit of self-fulfilment, happiness and self-knowledge (Dik & Duffy, 2009; Dobrow & Tosti-Kharas, 2011; Wrzesniewski & Dutton, 2001). Dik and Duffy (2009) defined calling as “a transcendent summons, experienced as originating beyond the self, to approach a particular life role in a manner oriented toward demonstrating or deriving a sense of purpose or meaningfulness and that holds other-oriented values and goals as primary sources of motivation” (p. 427). According to this neoclassical approach, calling has a prosocial motivation to serve the greater good and originates from an external or transcendent caller or a sense of destiny (Dik & Duffy, 2009). They posited two aspects of the construct. Presence of calling referred to an individual’s perception that s/he is called to a particular career path; and search for a calling referred to the sense that one is not currently in a career which matches his/her calling, but actively seeking one. Modern approaches to calling consider it as “a consuming, meaningful passion people experience toward a domain” (Dobrow & Tosti-Kharas, 2011, p.1005) or a strong sense of inner direction to find the meaning in one’s work and to contribute to a better world (Wrzesniewski &

Dutton, 2001). These modern definitions ripped calling from its religious roots and conceptualized it as a very personal, meaningful, and intrinsically motivated approach to work.

Although researchers had inconsistent conceptualizations of calling, their perspectives about how people experience it was more consistent. When a person finds it, then it is linked to many positive work and life outcomes, such as increased life-, health-, and job-satisfaction (Duffy & Dik, 2013; Hall & Chandler, 2005). The link between career calling and life satisfaction has been found in student and working adult samples (e.g., Hirschi & Hermann, 2012; Peterson et al, 2009). However, the way in which it relates to a multidimensional measure of wellbeing, such as PERMA and the mechanism of this link have received little attention.

The recent literature on career calling revealed some gaps about the potential influence of external factors (Duffy & Dik, 2013; Duffy et al., 2014). How social context shapes calling has not received much attention, given that conceptualization and measurement of career calling is mostly based on the individual person. Just as wellbeing incorporates relationships and is not just an individual endeavour, social support might be one of the factors which shape the formation and experience of calling and might play a role in the link between calling and wellbeing.

The current study focuses on PERMA as an outcome variable to see if career calling is significantly related to this multidimensional wellbeing variable along with social support variables. The main aims of the present paper are: 1) to understand the role of calling and social support in predicting PERMA and 2) the intermediary role of social support in the relation between calling and PERMA.

The study aims to target the gap about career calling's relation to a multidimensional wellbeing measure and the external factor of social context shaping this relationship. While doing this, the present paper takes the perspective of third wave Positive Psychology (Lomas et

al., 2021), which goes beyond the individual to recognize that individuals are embedded in their social contexts. Both epistemologically and methodologically, this third wave approach embraces more complexity and diversity in the samples and methods used. In that sense, the aims of the present study are twofold: First, it uses survey data from a sample of Turkish women living in the United Kingdom. As an important dynamic of third wave Positive Psychology is to include non-Western samples, the current sample is different from the samples coming from Western contexts, such as North America, in which Positive Psychology was formed and developed. This group of Turkish women immigrants form a non-Western sample who come from a collectivistic culture which is different than individualistic UK culture, therefore also avoids the bias towards Western ways of thinking, which emphasize relatively more individualistic ways of viewing the world. Second, by using a contextual variable of social support in the relationship between calling and wellbeing, the present study goes beyond the individual to see the impact of social support mechanisms of these immigrant women whose collectivistic culture traditions make a culture-sensitive contribution to the study. In that sense, the present study would potentially bring both a contextual and non-Western approach to career calling and wellbeing.

Career Calling and Wellbeing

Positive outcomes of career calling have been widely studied in the literature. A recent review of the literature by Duffy and Dik (2013) highlighted over 40 studies that have examined predictors and outcomes of a career calling. Results showed that feeling 'called' is linked to a host of positive work and wellbeing outcomes, including career maturity, career commitment, work meaning, job satisfaction, life meaning, and life satisfaction (Duffy & Dik, 2013).

Although positive outcomes of calling have predominantly been examined, recent research has also shed light on the drawbacks of having a calling such that it can be a “double-edged sword” (Bunderson & Thompson, 2009) or an unhealthy pursuit (Cardador & Caza, 2012), which leads to a risky career path (Dobrow Riza & Heller, 2015) and strained relationships with co-workers and loved ones (Cardador & Caza, 2012). Career calling was found to lead to decreased life satisfaction, if the calling is not lived out (Duffy et al., 2016).

Several studies have examined specific mediators that might explain the relation between calling and life satisfaction (e.g., Duffy, Allan, & Bott, 2012; Steger et al., 2010). Life meaning has been found as a significant mediator in this relationship, suggesting that those who have a calling may have higher levels of wellbeing, because they experience greater meaning in life (Steger et al., 2010). Some other research found living a calling as a significant mediator in this relationship (Duffy et al., 2013), such that perceiving a calling leads to wellbeing through living out that calling. Work hope and career self-efficacy were among the other mediators that have been conceptualized in the relation between calling and academic satisfaction (Duffy, Allan & Dik, 2011). Still, these mediators represent individualistic notions of calling and wellbeing.

Career Calling and Social Context

According to the wave metaphor of Positive Psychology, the focus on positive phenomena when Positive Psychology first emerged as a science was then expanded with a more nuanced second wave approach which understood the dialectic nature of wellbeing, incorporating both negative and positive aspects (Lomas & Ivtzan, 2016). The more recent third wave Positive Psychology approach pays attention to the contextual variables in which individuals are embedded. Third wave Positive Psychology researchers suggest that we need to go beyond the individual person as the primary focus and consider the larger context of the

individual person, such as groups, organizations and systems (Lomas et al., 2021). Although the influence of family members or peers on calling is scant, we do know from research that these social groups can impact career decisions (Whiston & Keller, 2004). Specific individuals and reference groups approve and/or disapprove individuals for performing some behaviours and this creates a social pressure (Ajzen, 1991). In a recent PhD dissertation (Baskurt, 2017), both search and presence dimensions of career calling had significant association with the social pressure coming from significant others for a sample of young Turkish professionals.

There are some psychological theoretical frameworks that situate the self in its sociocultural context. A general model of family in context (Kağıtçıbaşı, 2007) links self and family to the context to understand the functional relationship between self, family and society/culture. It is a contextual theory that situates the self within the family and the family within the cultural and socioeconomic environment. In this sense, calling cannot be divorced from the need to belong, the need to be autonomous and the need to be competent. As Self Determination Theory (Ryan & Deci, 2000) posits that wellbeing is a result of the fulfilment of three basic human needs which are autonomy, relatedness, and competence. Social support is considered to fulfil these fundamental needs. Life model (Lomas, Hefferon & Ivztan, 2015) and third wave Positive Psychology arguments (Lomas et al., 2021), also suggest embracing the context of the individual, as people and experiences are embedded in a social context (Seligman & Csikszentmihalyi, 2000).

The importance of context has been brought into light with a recent study on the relationship between contextual hardships and women's career calling (Afiouni & Karam, 2019). External and negative contextual factors such as perceived oppressions contributed to the formation of career calling. Another study examined the role of teams in shaping the

development of one's calling within the work domain (Buis, Ferguson & Briscoe, 2019).

Qualitative studies commonly mention the supportive role of others as a factor that influences the emergence of their calling (French & Domene, 2010). Some research on the emergence and experience of calling examined influence of family members (Conklin, 2012) and colleagues in a similar occupation (Bunderson & Thompson, 2009; Dobrow Riza, 2013). Dalla Rosa, Vianello and Anselmi (2019) recently examined if social support predicts career calling. With a student sample, they longitudinally analysed if social support help students develop their calling. Especially the support provided by a special person, rather than by friends and family had a positive effect on calling. This study shows that a supportive social environment leads to development of a calling. Social support, especially high levels of received social support, has been found to be a characteristic of collectivistic cultures (Goodwin & Hernandez Plaza, 2000). That is why a more contextual approach might be more relevant for this particular sample. The current study's focus on women immigrants, especially those who came from a collectivistic Turkish culture to live in an individualistic British culture would bring insight about contextual factors for assumingly individualistic notions of calling and wellbeing. Instead of comparing samples, we mainly aim to test the relations between calling, support and wellbeing in this particular sample.

Based on the literature discussed above, this study tested the following hypotheses:

Hypothesis 1: Career calling presence is positively related to PERMA.

Hypothesis 2: Career calling search is negatively related to PERMA.

Hypothesis 3: Different sources of social support have positive effects on PERMA.

Hypothesis 4: Social support mediates the relation between career calling and PERMA.

All these hypotheses were tested in the current study to examine the incremental variance accounted for by calling beyond demographic and support variables and to provide estimates of the indirect effects of calling on a multidimensional wellbeing measure as mediated by different sources of social support.

Methods

Design

This cross-sectional study is a correlational study to determine the relation between career calling, social support and PERMA. A survey link was prepared in Qualtrics and shared via social media channels of the Turkish immigrant community living in the UK.

Data analysis was conducted in SPSS (Version 26) and MPlus. Quantitative methodologies were used, including descriptive statistics, correlations, reliability, confirmatory factor analysis, hierarchical regression and mediation analysis.

Participants

The sample consisted of Turkish women immigrants living in the UK. Among 237 participants who gave consent to participate in the study, 96 participants completed the survey, answering all survey questions.

A convenient sampling method was used to collect data from various sources, including WhatsApp, LinkedIn and Facebook groups of the Turkish community living in the UK. Then, snowball sampling was used to reach out to more people. Anonymous survey links with a participant advert was shared in WhatsApp, LinkedIn, and Facebook groups of the Turkish women community. Participants were not given any type of reward or motivation to participate in the study.

The only inclusion criterion of the study was to be a Turkish woman residing in any part of the UK. All working, non-working, student, young adult, and adult Turkish women were included in the study. As literature on career calling provides evidence that career calling can start at student level (Duffy & Sedlacek, 2010) and individuals can have career calling, but might currently be unemployed (Duffy et al., 2015), we wanted to explore this widely with our sample. There were no exclusion criteria with respect to marital status, work status and having children, as well. Table 1 reports socio-demographic characteristics of the sample, including age, sex, education level, marital status and occupational status.

Materials

The questionnaire consisted of five parts, including demographic questions, Calling and Vocation Questionnaire (Dik et al., 2012), PERMA Profiler (Butler & Kern, 2016), Satisfaction with Life Scale (Diener et al., 1985) and Multidimensional Scale of Perceived Social Support Scale (Zimet et al., 1988). Demographic questions included age, marital status, having children educational level and occupational status questions. These demographic variables have frequently been used in career research (Carless & Bernath, 2007), so they were used in the present study to understand the general characteristics of the sample.

Career Calling. Calling and Vocation Questionnaire (Dik et al., 2012) measures presence of and search for a calling using 12 items each. Both dimensions are subdivided into three subscales, Transcendent Summons, Purposeful Work, and Prosocial Orientation (e.g. “I have a calling to a particular kind of work”; “I intend to construct a career that will give my life meaning”). A mean score was created for the items, higher scores obtained from the subscales indicating greater endorsement of a calling approach to work and career.

Scores on the 24-item CVQ had strong evidence for internal consistency reliability. In the current study, search and presence dimension scales were used (CVQ-Presence $\alpha = .87$; CVQ-Search $\alpha = .91$). Confirmatory factor analysis (CFA) was conducted in MPlus to see if the fit indices had acceptable levels and they showed a fair fit with the data, ($\chi^2(253) = 1600.7, p = .00, RMSEA = .09, CFI = .81$).

PERMA. In addition to 15 main PERMA items, PERMA Profiler has 8 additional items: one item assessing overall wellbeing (e.g. “In general, to what extent do you feel contented?”); three negative emotion items assessing sadness, anger, and anxiety; one item assessing loneliness; and three items assessing self-perceived physical health (e.g. “In general, how would you say your health is?”). PERMA has a positive focus, but PERMA Profiler has these extra eight items to acknowledge the importance of considering both positive and negative elements of the mental health spectrum (Butler & Kern, 2016). In previous research, it demonstrated acceptable psychometric properties across a large, diverse, international sample (Butler & Kern, 2016). Pilot studies had an average of Cronbach’s alpha of .94, test-retest reliability with a mean Pearson’s r of .78. In the current study, the overall PERMA Profiler and its dimensions had acceptable levels of reliability. The reliability for PERMA dimensions ranged between .73 and .87 (Table 2). Only the subscale of CVQ Presence transcendent summons had a low reliability of .54, but when the reverse coded item was removed, its reliability increased to .76. The present study used the mean score of a 22-item PERMA Profiler. CFA results showed acceptable levels of fit indices ($\chi^2(253) = 1781.2, p = .00, RMSEA = .09, CFI = .88$).

Life Satisfaction. Satisfaction with Life Scale is a 5-item instrument to measure overall satisfaction with one’s life (e.g. “In most ways my life is close to the ideal”) (Diener et al., 1985). The Satisfaction with Life Scale has been shown to have convergent validity with other

scales and other wellbeing measures (Pavot & Diener, 1993). The scale has been tested with a variety of different populations and it has been shown to have strong internal reliability and temporal stability (Pavot & Diener, 1993). Life satisfaction has predominantly been used as an outcome variable in calling research (Dobrow & Tosti-Kharas, 2011). That is why life satisfaction, in addition to PERMA Profiler, was measured in the current study ($\alpha = .84$).

Social Support. Multidimensional Scale of Perceived Social Support Scale (MSPSS; Zimet et al., 1988) measures the subjective assessment of social support provided by three specific sources: family, friends, and a special person. Each of the three subscales was assessed with four items. Examples of items are respectively: “I get the emotional help and support I need from my family”, “I have friends with whom I can share my joy and sorrows” and “There is a special person around when I am in need”. The scale was found to have good internal reliability across different samples (Canty-Mitchell & Zimet, 2000; Zimet et al., 1988). Cronbach’s alpha was .93 for the overall scale and ranged between .89 and .91 for the three subscales (Canty-Mitchell & Zimet, 2000). The term special person does not necessarily refer to a specific boyfriend or girlfriend, wife or husband, but it allows respondents to interpret the term in ways most relevant to themselves). In the current study, the scale had acceptable levels of reliability ($\alpha = .95$). CFA results also revealed that it had acceptable levels of fit indices ($\chi^2 (66) = 1304.8, p = .00$, RMSEA = .09, CFI = .97).

Procedure

This study adhered to the ethical guidelines of BPS (2018) and the ethical approval was granted by the University of East London Ethics Committee. The participants were given the survey link with an information sheet, consent form and debrief letter. Those who gave consent to participate

in the study proceeded with the survey and completed it. The survey results in the Qualtrics were then exported to SPSS and MPlus for data analysis.

The two dimensions of career calling, presence, and search were used as two independent variables. Twenty-two items of PERMA Profiler were used as the outcome wellbeing variable of the study. Three sources of social support were tested for their mediation effects in the relation between calling and wellbeing. Demographic questions were treated as control variables in the statistical analyses. Life satisfaction variable was only used to compare the results of the present research to previous studies (Tables available upon request).

Data Analysis

The data were pooled and cleaned by using the Statistical Package for Social Sciences (SPSS version 26.0). Prior to the main analysis, the accuracy of data entry, missing values, distributions of all variables were examined. First, descriptive statistics such as means, standard deviations, frequencies and percentages were used to summarize the demographic characteristics of the data. Then, bivariate relationships such as correlations were examined to see positive and negative associations between the study variables. Multicollinearity among all study variables were checked to see if there are any highly correlated variables. Cronbach's Alpha was calculated for each scale to see if the scales have acceptable levels of reliability. Confirmatory factor analyses were conducted in MPlus to see if these previously used scales have good fit with the present data. A hierarchical regression analysis was conducted to see if career calling and social support are significantly related to PERMA. Finally, mediation analyses were run to explore the intermediary role of social support in the relation between career calling and wellbeing.

Descriptive statistics of the sample showed that the sample consisted of highly educated women with 54% of them having Masters and higher degrees. The age of the sample ranged

from 27 to 59 ($M= 38.44$, $SD= 5.30$). Seventy four percent of the sample is married and 78% of the sample have children. Those who are currently working made up 72% of the sample.

Table 1. Descriptive Statistics of the Sample

Variable		Sample (N=96)
<i>Demographics</i>		
Age	<i>M (SD)</i>	38.66 (5.42)
	Range	27-59
Marital status	Married (%)	74
Children	Have children (%)	78
Educational level	BA degree and more (%)	96
<i>Occupational status</i>		
Working	(%)	72
	Full time (%)	47

The variables demonstrated acceptable levels of normality. Hence, the parametric tests were used to check the bivariate and multivariate relationships. Means, standard deviations, skewness and kurtosis of the study scales and their subscales are shown in Table 2 and Table 3.

Table 2. Reliability and Descriptive Statistics of the Scales (N=96)

Scales	N of items	α	Scale	<i>M (SD)</i>	Skewness	Kurtosis	Source
Life Satisfaction	5	.84	1-7	4.47(1.14)	-.495	-.112	Diener et al. (1985)
PERMA Profiler	23	.87	0-10	7.25(1.26)	-.795	1.427	Butler & Kern (2016)
CVQ	24	.92	1-4	2.40(.59)	-.028	-.516	Dik et al. (2012)

Social Support	12	.95	1-7	5.44(1.18)	-1.322	2.247	Zimet et al. (1988)
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Table 3. Reliability and Descriptive Statistics of the Subscales (N=96)

Scales	N of items	α	Scale	<i>M</i> (<i>SD</i>)	Skewness	Kurtosis
PERMA Profiler						
Positive Emotions	3	.87	0-10	7.57(1.53)	-1.119	3.356
Engagement	3	.73	0-10	7.49(1.72)	-.555	.911
Relationships	3	.81	0-10	7.86(1.80)	-.715	.943
Meaning	3	.86	0-10	7.59(1.85)	-.769	1.013
Accomplishment	3	.72	0-10	7.81(1.50)	-.356	-.152
Health	3	.86	0-10	8.25(1.52)	-.607	.539
Negative emotions	3	.79	0-10	6.40(1.80)	-.109	-.155
CVQ Presence	11	.89	1-4	2.25(.64)	.604	.240
Transcendent Summons	3	.76	1-4	2.22(.63)	.342	.219
Purposeful Work	4	.77	1-4	2.32(.71)	.200	-.315
Prosocial Orientation	4	.86	1-4	2.35(0.78)	.173	-.675
CVQ Search	12	.91	1-4	2.53(0.70)	-.008	-.963
Transcendent Summons	4	.86	1-4	2.37(0.84)	.174	-.911
Purposeful Work	4	.81	1-4	2.72(0.80)	-.244	-.866
Prosocial Orientation	4	.84	1-4	2.50(0.78)	-.079	-.760
Social Support	12	.95	1-7	5.44(1.18)	-1.322	2.247
Special Person	4	.93	1-7	5.46(1.45)	-1.164	.888
Family	4	.94	1-7	5.42(1.41)	-1.129	1.070
Friends	4	.95	1-7	5.46(1.27)	-1.482	3.169

Results

Descriptive Statistics

The mean score for PERMA Profiler is 7.25 and it shows that the majority of the sample scored between 6 and 8.5, indicating relatively high wellbeing scores on average. All PERMA dimensions showed left-skewed distributions that did not deviate severely from normal. Mean scores of PERMA dimensions ranged from negative emotion as lowest ($M= 6.40, SD= 1.80$) to health as highest ($M= 8.25, SD= 1.52$).

The mean score for the calling and vocation questionnaire (CVQ) is 2.40, indicating a normal distribution. Social support has a slight negative skew, indicating relatively high levels of social support received on average ($M= 5.44, SD= 1.18$).

Correlations

All PERMA dimensions were significantly correlated with each other. PERMA Profiler had a high correlation with Life Satisfaction scale ($r= .67$), a moderate correlation with CVQ Presence ($r= .39, p < .001$), and support from a special person ($r=.41, p < .001$), support from family ($r=.46, p < .001$) and support from friends ($r=.29, p < .001$).

While CVQ Search had no correlations with different dimensions of PERMA Profiler, CVQ Presence had moderate correlations with all PERMA dimensions ($r=.22 - .56, p < .05$) except for the subscale of negative emotions.

Support variables had moderate correlations with all PERMA dimensions. While CVQ Presence was not correlated with any of the support variables, CVQ Search dimension had a significant positive correlation with support from friends ($r= .20, p < .05$).

Overall, these low to moderate correlations between the study variables indicated that there is no problem of multicollinearity due to common method variance and the study variables

are related yet different concepts which would yield various effects on the dependent variable (Table 4).

Table 4. Means, Standard Deviations and Correlations of the Study Variables

Variables	<i>M</i>	<i>SD</i>	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16
1.PERMA Profiler	7.25	1.26	1	.67***	.90***	.77***	.82***	.82***	.76***	-.49***	.61***	.19	.39***	-.01	.46***	.41** *	.46***	.29***
2. Life Satisfaction	4.47	1.14		1	.66***	.51***	.50***	.62***	.57***	-.23*	.40***	.27**	.31**	.17	.52***	.53* **	.41***	.39***
3.Positive Emotions	7.57	1.53			1	.75***	.71***	.75***	.62***	-.40***	.49***	.20*	.34***	.06	.39***	.43* **	.37***	.20*
4.Engagement	7.49	1.72				1	.59***	.69***	.68***	-.12	.29*	.05	.27**	-.12	.30**	.29* *	.29**	.20*
5.Relationships	7.86	1.80					1	.56***	.54***	-.29**	.51***	.13	.22*	.04	.52***	.43* **	.51***	.40***
6.Meaning	7.59	1.85						1	.77***	-.23*	.34***	.27**	.53***	.00	.23*	.27* *	.20*	.10
7.Accomplishment	7.81	1.50							1	-.09	.46***	.10	.34***	-.11	.21*	.20	.30**	.04
8.Negative Emotions	8.25	1.52								1	-.23*	-.11	-.16	-.03	-.30**	-.23*	-.31**	-.22*
9.Health	6.40	1.80									1	.17	.24*	.07	.30**	.20*	.33***	.23*
10.CVQ	2.39	.59										1	.85***	.89***	.07	.09	-.08	.19
11.CVQ Presence	2.25	.64											1	.52***	.05	.05	-.05	.13
12.CVQ Search	2.53	.70												1	.07	.09	-.08	.20*
13.Social Support	5.44	1.18													1	.86* **	.88***	.84***
14.Support from a special person	5.46	1.45														1	.64***	.56***
15.Support from family	5.42	1.41															1	.62***
16.Support from friends	5.46	1.27																1

Note. *N*=96, *** *p*<.001, ** *p*<.01, * *p*<.05

T-Test and ANOVA Results

Mean differences between groups were assessed using independent group t-tests and one-way ANOVA in SPSS. There were no significant differences in the overall PERMA Profiler mean score with respect to educational level, marital status, having children or occupational status.

With respect to different dimensions of PERMA Profiler, there were some significant group differences. With respect to relationships (R), those who have post-doc degree ($M= 25.66, SD= 2.94$) scored significantly lower than those who have Bachelor degree ($M= 8.21, SD= 1.69$), $F(95)= 3.34, p= .01$.

Group differences in the mean scores of positive emotions (P), engagement (E) and meaning (M) also existed among marital status groups. For instance, married participants' engagement scores were significantly lower ($M= 7.35, SD= 1.64$) than those who are living with a partner ($M= 9.24, SD= 1.21$), $F(95)= 3.38, p= .01$.

Group differences existed in CVQ Presence scores, as well. With respect to educational levels, those who have doctorate degree had higher CVQ Presence scores ($M= 3.06, SD= .55$) than those who have bachelor degree ($M= 2.21, SD= .59$), and Masters degree ($M= 2.13, SD= .57$), $F(95) = 3.64, p= .01$. CVQ Search scores were significantly different for working and non-working women, with non-working women having a higher mean score ($M= 2.81, SD= .63$) than those who are working ($M= 2.42, SD= .70$), $t(94) = -2.55, p = .01$.

Support from a special person differed between married and divorced participants, married participants ($M= 5.68, SD= 1.22$) and those living with a partner ($M= 6.25, SD= 1.37$) having higher support from a special person scores than divorced participants ($M= 4.31, SD= 1.65$), $F(95) = 4.71, p = .01$.

Overall, t-test and one-way ANOVA results showed some significant differences in the study variables with respect to demographic variables, justifying the treatment of these variables as control variables in the regression analyses.

Hierarchical Regression Analysis

Hierarchical regression is a method to analyse the effect of a predictor variable after controlling for other variables (Pedhazur, 1997). In the current study, hierarchical regression analysis was used to examine the effects of career calling and social support on PERMA Profiler above and beyond the demographic control variables and to see the change in adjusted R^2 after entering support variables and calling variables in different steps in a hierarchical manner.

For the categorical demographic variables, dummy variables were created. In the first step, these were entered into the regression analyses as control variables. In the next step, support variables (support from a special person, family and friends) were entered and in the final step career calling variables (CVQ Presence and CVQ Search) were entered into the analysis. By calculating the change in the adjusted R^2 at each step of the analysis, incremental changes in variance in PERMA Profiler was accounted for.

Results revealed that controlling for the effects of demographic variables, calling presence of calling, search for a calling, support from family and support from special person significantly predicted PERMA Profiler (Table 5). The overall model was significant, $F(10, 85) = 8.00, p < .001$ with all these variables explaining 42 % of variance in overall wellbeing score of PERMA Profiler. The adjusted R^2 changed from .20 to .42 when calling variables were added to the previous model with social support variables and this change was statistically significant.

In line with *Hypothesis 1* and *Hypothesis 2*, the direction of the relation between CVQ Presence and PERMA was positive whereas CVQ Search and PERMA was negative. CVQ Presence had a larger effect on PERMA ($\beta = .57$) than CVQ Search ($\beta = -.28$). The effects of support from special person ($\beta = .28$) and support from family ($\beta = .40$) mostly supported *Hypothesis 3*, showing that different sources of social support had positive effects on PERMA. The only exception was the effect of support from friends, which was nonsignificant.

Table 5. Hierarchical Regression Analysis for Variables Predicting PERMA

Variables	Step 1			Step 2			Step 3		
	<i>B</i>	<i>SE B</i>	<i>Beta</i>	<i>B</i>	<i>SE B</i>	<i>Beta</i>	<i>B</i>	<i>SE B</i>	<i>Beta</i>
Control Variables									
Age	-.02	.03	-.06	.02	.02	.07	.00	.02	-.02
Graduate degree	.24	.26	.10	.03	.24	.01	.02	.20	.00
Married	-.09	.36	-.03	-.45	.34	-.16	-.44	.29	-.15
Children	-.04	.40	-.01	.01	.35	.00	-.11	.30	-.04
Working	.33	.29	.12	.27	.26	.10	-.08	.24	-.03
Social Support									
Support from special person				.28	.12	.32*	.24	.10	.28*
Support from family				.31	.12	.35*	.35	.11	.40**
Support from friends				-.14	.13	-.14	-.16	.12	-.16
Career Calling (CVQ)									
CVQ Presence							1.12	.19	.57***
CVQ Search							-.51	.18	-.28**
<i>R</i> ²	.03			.27			.49		

Note. *N* = 96, *** $p < .001$, ** $p < .01$, * $p < .05$.

Both *Hypothesis 1* and *2* were confirmed that presence and search dimensions of career calling significantly predicted wellbeing and except for the nonsignificant effect of

support from friends, *Hypothesis 3* was partly confirmed that support from a special person and family significantly predicted wellbeing.

The same regression analyses were conducted with life satisfaction as the outcome variable and only calling presence significantly predicted life satisfaction.

Although calling and support variables predicted PERMA, through which mechanisms these significant relations occur is not clear. In order to understand the underlying mechanism, the intermediary role of social support was explored in the subsequent analyses.

Mediation Analyses

In order to test *Hypothesis 4*, the intermediary role of social support, mediation analyses were conducted in MPlus (Version 7, Muthen & Muthen, 2012). The reason for the preference of MPlus over SPSS is that the mediation model of Baron and Kenny (1986) has some potential problems. This approach does not calculate the indirect effect and test it for significance. In MPlus, the paths can be specified in the model and significance of the indirect effects can be tested. Model fit information can also be used to see if the model fits to the data.

In the current study, simultaneous regression equations were specified in path analysis in Mplus with the robust maximum likelihood estimation MLR and the direct and indirect effects were examined. Tests for the indirect effects were performed with Bootstrapping method which is suggested to have better statistical power with small sample sizes (Shrout & Bolger, 2002). The constructs were specified as latent variables, which were indicated by their respective items or dimensions: Calling (two dimensions), PERMA Profiler (22 items), social support (three dimensions). Several fit indices were used to evaluate the model fit, such as the comparative fit index (CFI), the Tucker–Lewis index (TLI) and the root-mean-square error of

approximation (RMSEA). It has been suggested that values greater than or equal to .90 for CFI and TLI and values lower than or equal to .08 for RMSEA indicate a good fit (Weston & Gore, 2006).

In line with the regression analysis findings, path analysis results revealed that CVQ Presence, CVQ Search, social support from special person and family had direct effects on PERMA. The indirect effects between CVQ Presence and PERMA, and CVQ Search and PERMA via social support were nonsignificant.

Since the cross-sectional design of the study does not allow for the determination of which variable precedes other, indirect effects between social support and PERMA via CVQ Presence and Search were also tested (Figure 1). In addition to the direct effects of support from a special person and support from family on PERMA, indirect effects were found between support from family and PERMA via CVQ Search; and between support from friends and PERMA via CVQ Search. In other words, the relations between support from family and friends and PERMA were mediated by search for a calling.

According to this model, although support from a special person enhances one's wellbeing, the effect is not through calling. However, support from family is partially mediated by search for a calling to affect PERMA, and support from friends is fully mediated by search for a calling to affect PERMA (Figure 1). These direct and indirect paths showed that three different sources of social support have varying effects on calling and wellbeing. Although the order of the variables in these indirect effects does not support *Hypothesis 4*, it shows that an indirect link indeed exists between career calling, social support and wellbeing, with CVQ Search having the intermediary role.

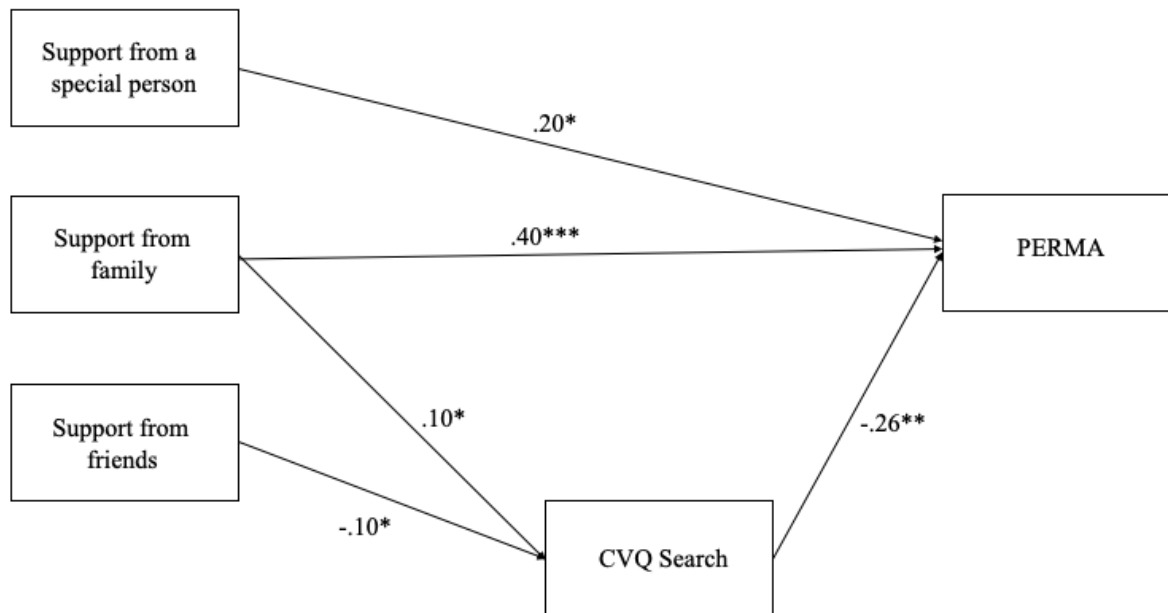


Figure 1. Standardized significant bootstrap estimates

There were also two marginally significant indirect paths between support from family and PERMA via CVQ presence ($p = .09$) and support from friends and PERMA via CVQ Presence ($p = .08$). The significance levels were above .05, but still it is worth noting that support from family and friends also potentially affect one's calling presence and hence leading to higher wellbeing.

Discussion

Although a considerable amount of previous research has established the link between career calling and wellbeing (Duffy & Dik, 2013, Hall & Chandler, 2005), the current study contributed to the scholarship by adding a social context variable into this relationship and focused on a sample of Turkish immigrant women. Moreover, using a multidimensional wellbeing measure which embraces both positive and negative emotions as well as health and the five pillars of the PERMA model (Butler & Kern, 2016), the findings have implications

for the optimal functioning of a group of immigrant women in relation to career calling and social support.

In line with the previous studies (Hirshi & Herrman, 2012), life satisfaction, as the cognitive component of SWB was found to be predicted by calling presence. Using PERMA as the outcome variable, however, gave us a better understanding of the impact of different dimensions of career calling on multidimensional wellbeing.

Controlling for the effects of demographic variables, regression analyses showed that social support and two dimensions of career calling explained 42% of variance in the multidimensional wellbeing score. The remaining variance can be explained by a wide range of different variables. However, by contextualizing the sample within their social support network, the current findings are important contribution to the third wave positive psychology scholarship, which extends the individualistic notions of career calling beyond the individual (Lomas et al., 2021).

The hypotheses of the study were mostly supported, finding positive associations between career calling presence and PERMA (*Hypothesis 1*); negative associations between search for a career calling and PERMA (*Hypothesis 2*) and positive associations between social support and PERMA (*Hypothesis 3*) with the exception of effect of support from friends. Our findings are in line with the previous studies (e.g. Dalla et al., 2019) that special people, family and friends matter in shaping one's calling. For *Hypothesis 4*, we hypothesized the intermediary role of social support, yet found the intermediary role of search for a calling in the relation between social support and PERMA. Support from family and friends predicted PERMA via the mediational role of search for a career calling for this group of immigrant women. Although support they received from a special person had a direct significant effect

on their wellbeing, its effect was not mediated by calling. This may reflect the importance of family and friends for immigrant women to enact their search for a calling which in turn lead to higher levels of wellbeing.

From a broader theoretical perspective, these findings might best be viewed in the context of Self-Determination Theory (Ryan & Deci, 2000) and contextual family models (Kağıtçıbaşı, 2007). SDT suggested that three psychological needs of autonomy, relatedness and competence foster the most volitional motivation to increase wellbeing. The autonomy and competency needs can be fulfilled via experience and search for a calling and the social support fulfils the need for belonging. Even though calling has been conceptualized as a very individualistic variable, some recent work (e.g. Buis, Ferguson & Briscoe, 2019; Bunderson & Thompson, 2009; Conklin, 2012) and our findings support the fact that it cannot be ripped from its social ties. Drawing upon the general model of family in context (Kağıtçıbaşı, 1996), the current study situated Turkish immigrant women within the context of their immediate environment that involve family, friends and significant others and indeed found the significant role they play in their calling and wellbeing.

These findings add notable insight to literature that explores the predictors of a multidimensional wellbeing measure of PERMA Profiler and helps explain the indirect ways of the relations between career calling, support, and wellbeing. The results are exploratory, yet they give some insight about the potential effects of social support in enacting a search for a calling. Given that calling has been conceptualized as a very individualistic variable, which is strongly related to inner feelings and the development and pursuit of self-directed behaviours (Hall & Chandler, 2005), there has been limited amount of research which challenge the emphasis on the internal drive found in the modern definitions of career calling

(e.g., Dobrow & Tosti-Kharas, 2011). The role of social support by paving the way for an indirect path to wellbeing potentially expands the external sources emphasized in neoclassical definitions of career calling (e.g., Dik & Duffy, 2009). The present study showed that social support can shape the relation between career calling and wellbeing in such a way that the importance of social support for immigrant women become more apparent. Relatively high mean score of social support of our sample indicated that this group of women already benefit from their social support mechanisms. This can be interpreted in light of the fact that these women come from a collectivistic culture background (Hofstede, 1991). However, the support they receive from a special person, family and friends, while they are living in an individualistic culture of the UK, had indeed varying effects on their experience of and search for a calling and hence their overall wellbeing.

By giving a snapshot of the experiences of a group of Turkish immigrant women living in the UK, the current study addressed the need for non-Western research (Lomas et al., 2021) and the need to include contextual factors (Duffy & Dik, 2013; Lysova et al., 2019) in calling research and in positive psychology research in general.

Limitations and Future Directions

The sample of the current study can be considered biased given that it only consists of those having access to these social media platforms. However, this participant pool is valuable for the purposes of the study. From a cultural point of view, Turkish people are part of a collectivistic culture where relationships are very important (Kağıtçıbaşı, 2007). Yet, the present study's sample of Turkish women live in different parts of the UK which is a highly individualistic culture (Hofstede, 1991). That is why different sources of social support were hypothesized to be affecting the relation between their career calling and

wellbeing. The non-western perspective coupled with this cultural reasoning with respect to importance of social support form the basis of justification of this particular sample. Given that it is a non-probability sample, this unique group of participants does not represent the general Turkish immigrant population living in the UK. Still, it is a valuable sample which will inform the literature about career calling and wellbeing of a non-Western, immigrant, and an understudied women sample. For future studies, a larger sample from this underrepresented group would give better insight about the relations explained in this paper.

Although the current paper tried to explain the mechanism behind the relation between career calling and wellbeing, the analyses conducted did not provide any causation. Due to its cross-sectional nature, it can only provide information about the concurrent relations between variables. Further studies with a longitudinal design would be an important contribution to the scholarship.

In the literature, little is known about mediators in career calling and wellbeing association (Duffy et al., 2011). Mediation analyses were used in the current study to have a clearer understanding of how social support shapes this relationship. More empirical work is needed which take into consideration a range of other social context variables, such as pressures and expectations as well as influences of peers, teams, mentors, coaches and role models in one's life who potentially shape one's career calling. Moreover, beyond the question of mediation, an additional area of inquiry for future studies concerns potential moderators to the calling and wellbeing relation. Such would be critical in understanding the strength of the relationship between calling and wellbeing and how calling and support can be used in interventions and career counseling (Dik, Duffy, & Eldridge, 2009).

Conclusion

If we put the focus of inquiry with respect to calling beyond the individual, we can realize there are far more potential venues to stimulate one's calling, one of them being through the social support one gets. This finding can be a small ripple contributing to the third wave of positive psychology and it is worth considering especially in the case of immigrants who are striving to establish new chapters of their lives. Using such a contextual lens would in turn trigger higher wellbeing not only at the individual level, but also at the larger group and society levels.

Overall, recent theoretical and practical contributions of career calling research as well as the current study are promising in the sense that interventions can be designed to live our callings to varying extents (Wu-Pong, 2014). The current study suggests that contextual factors, such as social support, might shape the relation between calling and wellbeing at least for some groups. Especially in a time when uncertainties and anxieties are on the rise, career calling can help people live a better life, and a contextual positive psychology perspective to career calling can further contribute to how different groups of people individually as well as collectively experience it.

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