

Careers in context: An international study of career goals as mesostructure between societies' career-related human potential and proactive career behavior

Running head:

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ⁱ The quantitative part of this research endeavour has taken a number of years from conceptualisation through to implementation. During this time we have tried to ensure that we gained the maximum possible through this multi-author approach whilst maintaining the integrity of our research. Many of the authors were involved in conceptualising the research at face-to-face meetings held twice a year for this purpose during 2007-2014. Most of the authors were involved in data collection in some capacity in their representative countries. All of the main authors and many of the members in the 5C collaborative were then involved in the subsequent initial analysis and interpretation of the data in similar bi-annual meetings held during 2014-2019. In between each of the whole-collaborative meetings, the main authors took the group's inputs away to work on them in meetings held face-to-face, via email and Skype. The original text was drafted and revised equally among the first-named authors before inviting critical input and revisions from the 5C collaborative prior to the first submission and the resubmission. The large number of authors has facilitated the collection of an extensive, multi-country data set, and has added credibility to both the data and its interpretation that, we believe, could not have been achieved with a smaller group.