
Downloaded from: https://e-space.mmu.ac.uk/623556/

Version: Supplemental Material

Publisher: Taylor & Francis (Routledge)

DOI: https://doi.org/10.1080/09620214.2019.1631206

Please cite the published version
Figure 1 - Framework of voices about employability and career success

Voice 1: Idealistic - ‘If I am true to myself, I can control my destiny’
Voice 2: Tactical – ‘I need to work out how to win at this game’
Voice 3: Self-critical – ‘What have I done wrong?’
Voice 4: Context-critical – ‘The rules of the game don’t work for me’