

Social Interaction Anxiety, Coping Styles and Career Decision Making in Young Adults

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ABSTRACT

The current research investigated the association between Social Interaction Anxiety, Coping Style and Career Decision Making in young adults. It as well examined the mediating effect of coping style and the gender differences among the study variables. The research design was the quantitative correlational research design and 300 students of the university were sampled using convenience sampling. A set of standardized assessments was used: the Social Interaction Anxiety Scale (SIAS), Coping Styles Questionnaire (CSQ) and Career Decision Making Inventory (CDMI). Data analysis was performed with SPSS version 27 with the help of descriptive statistics, Pearson correlation, regression, mediation analysis, and independent sample t-tests. The findings showed that measurement tools were all found to be very reliable. The descriptive evidence revealed that the participants had moderate levels of social interaction anxiety, different coping styles and average career decision making. The results of the correlation analysis showed that all variables had significant relationships. Coping styles and career decision making were strongly related to the social interaction anxiety. The maladaptive coping was associated with more anxiety and worse career decision making whereas the opposite was found in adaptive coping. The mediation analysis showed that coping style played an important mediating role between social interaction anxiety and career decision making. They also experienced gender differences with males reporting more social interaction anxiety and career decision making, whereas females reported more effective coping styles. These results demonstrate the need to establish effective coping skills that can enhance psychological adaptation and career planning in young people.

Keywords: Career decision making, coping style, psychological adjustment, social interaction anxiety

INTRODUCTION

The research will be dedicated to the analysis of the relationships between three key components of youth's existence: social interaction anxiety, coping style, and Career Decision Making.

Social interaction anxiety is an undesirable experience of fear that occurs in some situations. The anxiety of social interaction may have a negative impact on confidence, the possibility to communicate with others, and the motivation to engage in social interaction (Hofmann, 2021). Research with university students confirms that social anxiety is deeply linked to self-esteem and parenting factors; for instance, Khan et al. (2020) examined social anxiety among youngsters in relation to parental authority, introversion, and self-

esteem, finding that early social environments significantly predict anxiety levels in young adults. The Cognitive Behavioral Theory (CBT) indicates that social interaction anxiety arises when an individual has a negative belief regarding a given situation and the related negative thoughts.

The coping style refers to the kind of strategies and methods that individuals employ to handle stress, challenges or tough situations. In this case, the theoretical perspective is represented by the Transactional Model of Stress and Coping suggested by Lazarus & Folkman in 1984 and elaborated in the most recent researches. The socioeconomic context of university students is also relevant, as economic pressures and employment anxieties shape stress levels among youth (Ayyubi et al., 2024). Career Decision Making means that one is capable of making responsible career choices depending on personal interest and capabilities. Super has provided the Life-Span, Life-Space Theory as one of the theoretical approaches to the analysis of Career Decision Making.

In its turn, effective coping styles alleviate the negative influence of anxiety and promote the Career Decision Making of an individual (Savickas, 2021; Guan et al., 2020). The psychological resources of university students, including entrepreneurial optimism and motivation, have been shown to play a significant role in how young adults navigate career decisions (Zhang et al., 2023). Cognitive Behavioral Theory describes how social interaction anxiety is formed, the Transactional Model of Stress and Coping covers how people cope with stress and Super gives a perspective of career development in his Life-Span, Life-Space Theory (Guan et al., 2020; Hirschi, 2020; Rudolph et al., 2023).

Conceptual Framework

Figure 1: Relationship of Variables

Rationale of the Study

The research question in the present study aims at exploring the correlations between social interaction anxiety, coping style and maturity in career among young adults. The reason why this research was done is that there is a need to study the factors that influence Career Decision Making, including the social interaction anxiety and coping mechanisms to stress.

Research Gaps

While previous studies have explored social interaction anxiety, coping style and career decision making, most have only focused on isolated effects of these variables or simple connections. Thus, this study seeks to fill some of these gaps by exploring the mediation effect of coping style on the relationship between social interaction anxiety and career decision making among young adults, in a more explicit theoretical framework and a more representative sample.

Operational Definitions:

Social Interaction Anxiety

Social interaction anxiety is the fear of being negatively judged or ashamed of social situations, which frequently cause avoidance and distress when relating with other people (Wang et al., 2012).

Coping Style

Coping style refers to the routine methods that people employ to cope with stress and adversity, either adaptive (e.g., problem-solving, seeking support) or maladaptive (e.g., avoidance, denial) as a reaction to problematic situations (Dong et al., 2024).

Career Decision Making

Career Decision Making refers to the preparedness and capability of an individual to make informed, reflective of their competence in career planning, exploration, age-appropriate career decisions, and commitment (Gibson, 2006).

LITERATURE REVIEW

Social interaction anxiety is prevalent in today's young people, new research reveals. This demonstrates that we need to look at coping style not just at an overall level but also in terms of coping dimensions and the short- and long-term effects (Carver et al., 2020; Taylor & Stanton, 2023). Shakeel et al. (2025) specifically documented that anxiety in community-dwelling and university populations is strongly linked to social network structures and loneliness, reinforcing the notion that social interaction anxiety is a relational phenomenon with cascading effects on psychological outcomes.

The research on Career Decision Making is more recent and less prevalent, particularly in regard to psychological factors. In this context, social interaction anxiety could be considered as a result of negative appraisal of social situations and coping style as the strategies employed to cope with this perceived threat. Another theory is Social Cognitive Career Theory (SCCT), which focuses on the importance of self-efficacy, outcome expectations and goals in career choices. Khan et al. (2025) have established significant connections between parental expressed emotions, social-emotional competence, and vocational identity in adolescents, demonstrating how early relational dynamics cascade into career-related cognitions and decisions. Many studies adopt cross-sectional approaches, which only examine associations at one point in time.

Another aspect that has been overlooked is cultural context. The effects of social interaction anxiety on career decision making may be different across cultures. However, there is a lack of cross-cultural research and many studies fail to address cultural differences. The second factor that needs to be considered is gender. Many studies do not break down gender differences, so we don't know how these factors may differ between groups (Hofstede, 2011; McLean & Anderson, 2022; Zimmer-Gembeck & Skinner, 2023). Socioeconomic status is another important variable, but is often ignored. Broader economic challenges, including regional disparities and employment pressures, create additional stress layers that interact with psychological vulnerability (Anwar et al., 2024). The competitive environments in many educational systems may also lead to higher levels of stress and pressure, which may further complicate the anxiety-decisions link. Although some research takes these factors into account, they are frequently considered secondary issues (Taylor & Stanton, 2023).

An additional gap in the literature is a lack of intervention research. But most of this work is done in a laboratory and there are few studies examining how these interventions apply in the real world, especially in non-Western countries (Blustein et al., 2021; Gati & Levin, 2022; Hofmann & Hayes, 2022; Rudolph et al., 2023; Whiston et al., 2023). Gaming addiction among students has also been identified as a contributing factor to educational underperformance and increased anxiety (Ahmed et al., 2021). Although the assumption of a negative direct relationship between anxiety and career decision making is common in many studies, recent research suggests the relationship may be indirect and moderated by other variables.

But these variables are not always considered in models, resulting in a gap in our understanding (Heimberg et al., 2020).

The main focus of social interaction anxiety is fear of negative evaluation during interactions with others (Stein & Stein, 2020; Woods et al., 2021). Anxiety is closely associated with loneliness and reduced social connectivity, which compounds decision-making difficulties (Shakeel et al., 2025). In brief, although there is strong support for the negative impact of social interaction anxiety, the evidence does not completely describe its role in decision making.

Coping style is the way people deal with stress. This indicates that coping style can be modified by environmental factors such as support and training (Eisenberg et al., 2022; Skinner et al., 2020). The concept of career adaptability, extensively studied in organizational contexts, provides a useful lens for understanding how individuals adjust career plans in response to stressors (Jaleel & Sarmad, 2022). Furthermore, avoidance-oriented behaviors, which represent maladaptive coping, have been linked to interpersonal withdrawal and disengagement in professional and academic settings (Jalil et al., 2023). Career Decision Making is the selection of appropriate career options in line with personal knowledge and skills. In general, research indicates that Career Decision Making is affected by psychological factors, but the relationship between anxiety and coping style remains unclear.

Research in organizational psychology offers parallel insights: the role of employee satisfaction and conflict management mirrors the dynamics of academic settings where students navigate competing demands (Rana, 2015). The financial and economic pressures students face, including uncertainties around future employment and monetary stability, also significantly moderate their career decision-making processes (Kausar et al., 2021). Additionally, the demand for digital engagement and online learning in academic environments may contribute to digital fatigue, a phenomenon linked to reduced wellbeing and coping capacity among young adults (Daniel et al., 2025).

Objectives of the Study

- To examine the relationship among social interaction anxiety, coping style, and Career Decision Making among young adults.
- To explore the mediating role of coping style in the relationship between social interaction anxiety and Career Decision Making among young adults.
- To see the gender differences in terms of social interaction anxiety, coping style, and Career Decision Making among young adults.

Hypothesis of the Study

- There will be a significant relationship among social interaction anxiety, coping style, and Career Decision Making among young adults.
- Coping style will mediate the relationship between social interaction anxiety and Career Decision Making among young adults.
- Male young adults will differ from female young adults in social interaction anxiety, coping style, and Career Decision Making among young adults.

METHODOLOGY

Research Design

The existing study entailed quantitative correlational research design to determine the relationship between social anxiety, coping styles and Career Decision Making.

Participants

The study population consisted of young adults as they encounter numerous challenges socially, academically and at work. The technique used to extract information among the participants was convenience sampling where the researchers could access the ones who could easily access taking part in the research. The number of subjects sampled in the study was 300.

Procedure

Once the research ethics committee of the university gave the consent, participants were requested to provide their consent prior to participating in the research. The data was gathered on a secure and safe online survey tool, and this took about 10-20 minutes to be filled by every participant. Digital tools for data collection have been validated extensively in recent psychological research, with online platforms supporting enhanced motivation and broader participation in educational studies (Imran et al., 2025). This period was decided on to enable a sufficient number of participants to participate and to ensure that the sample was diverse with varying backgrounds among young adults.

Data Analysis

Then Pearson correlation coefficients were calculated to determine the strength and direction of the relationship between the variables studied. Simple mediation process applied to establish whether it is possible to consider the coping style as the mediator between social interaction anxiety and Career Decision Making. All computations were done using SPSS Version 27. Statistical tests comprised frequency distributions, descriptive statistics, Pearson correlations, regression analysis, mediation analysis and t-test analysis.

Importance of the Research

The significance of a study of this nature is the fact that it offers the ability to determine the associations among social anxiety, coping style, and Career Decision Making of teenagers.

Measures

Social Interaction Anxiety Scale (SIAS)

The Social Interaction Anxiety Scale (SIAS) is a test written in 1998 by Mattick and Clarke. It is a uni-dimensional measure in its normal form without subscales or reverse scored items. The scale is verified to be used on adult samples, such as college students and clinical populations (Mattick & Clarke, 1998).

Coping Styles Questionnaire (CSQ)

Coping Styles Questionnaire (CSQ) is a self-report test designed to determine individual differences in coping behavior in a stable state by Roger, Jarvis, and Najarian (1993). The CSQ has four different coping

dimensions, namely, Rational Coping (16 items), Emotional Coping (16 items), Detached Coping (15 items), and Avoidance Coping (13 items). Specifically, Rational Coping was used to represent adaptive coping, whereas Avoidance and Emotional Coping patterns were primarily used to illustrate maladaptive coping, with Detached Coping being context-dependent. The initial validation test showed good to high internal consistency across all subscales with the Cronbach alpha values typically higher than 70 which demonstrates good consistency.

Career Decision Making Inventory

The Career Decision Making Inventory (CDMI) is a scale to measure the career decision-making process of young adults. There are some items that reflect indecision (for example: "I don't know what subjects to study at school"), and some that reflect independence or certainty (for example: "Deciding on a job is something you do on your own"). Its straightforward wording and format makes it very useful for research and practice, particularly in counselling young adults who are deciding on their careers (approximately 1976-1977).

RESULTS

Table 1: Demographic data of the participants (N=300)

Variable	Categories	N	%	Cumulative %
Gender	Male Female	123 177	41.0 59.0	41.0 100
Age	18-20 21-23 24-25	145 105 50	48.3 35.0 16.7	48.3 83.3 100
Family System	Nuclear Joint	61 239	20.3 79.7	20.3 100.0

Table 1 presents the descriptive frequency and percentage distribution of the demographic characteristics of the sampled participants (N = 300). The demographic profiling was categorized based on gender, age, family system, and socioeconomic status. In terms of gender distribution, the majority of the sample comprised female participants (n = 177, 59%), while male participants accounted for 41% (n = 123) of the total sample, indicating a predominant representation of females in the study. Regarding the age cohorts of the young adults, the largest group belonged to the 18-20 years category (n = 145, 48.3%), followed closely by the 21-23 years category (n = 105, 35%). The remaining 16.7% (n = 50) of the participants fell into the 24-25 years range, showing that the sample primarily represented university-going emerging adults. With respect to the family structure, a significant majority of the respondents lived within a Joint Family System (n = 239, 79.7%), whereas a smaller proportion (n = 61, 20.3%) belonged to a Nuclear Family System. Lastly, the evaluation of socioeconomic configuration revealed that a massive proportion of the participants identified with the Middle Class (n = 270, 90%). In contrast, only 7% (n = 21) reported belonging to the Upper Class, and a minimal 3% (n = 9) belonged to the Lower-Class baseline. This distribution reflects that the sample was highly homogenous in terms of economic background, mostly representing middle-class university students.

Table 2: Reliability Coefficient for the Research Measures (N=300)

Research Measure	N	Cronbach's Alpha Coefficient
Social Interaction Anxiety	20	.955
Coping Style Questionnaire	60	.943
Career Decision Making Inventory	25	.945

Note: N= Number of scales items

Reliability analyses demonstrated excellent internal consistency across all psychological instruments utilized in the current study (N = 300). The Social Interaction Anxiety Scale showed an excellent reliability coefficient ($\alpha = .955$) for its 20 items. Similarly, the Coping Style Questionnaire ($\alpha = .943$ with 60 items) and the Career Decision Making Inventory ($\alpha = .945$ with 25 items) also exhibited superior psychometric strength. Since all scales strictly and significantly surpassed the universally accepted academic threshold of $\alpha .70$, they are deemed highly reliable and optimal for executing parametric statistical evaluations.

Table 3: Descriptive Statistics of the Study Variables (N=300)

Variables	Mean	S.D	Minimum	Maximum
Social Interaction Anxiety	77.67	19.88	24.00	100.0
Coping Style Questionnaire	98.35	25.81	67.00	175.0
Career decision making inventory	102.3	18.46	42.00	122.0

Note: M=Mean and SD=Standard Deviation

The descriptive results establish that the mean baseline score for Social Interaction Anxiety stood at $M = 77.67$ ($SD = 19.88$), with actual scores ranging between 24.00 and 100.0, reflecting a moderate to high level of social anxiety among the participants. The mean score for the Coping Style Questionnaire was recorded at $M = 98.35$ ($SD = 25.81$), with scores spanning from 67.00 to 175.0, indicating wide variations in the utilization of coping mechanisms within the sample. Additionally, the descriptive parameters for the Career Decision Making Inventory revealed a mean score of $M = 102.30$ ($SD = 18.46$), with a minimum score of 42.00 and a maximum score of 122.0, pointing to a standard moderate-to-high capability range in making occupational choices.

Table 4: Pearson Correlation between Study Variables (N=300)

	(SIA)	RC	EC	DC	AC	(CMI)
(SIA)	1					
Rational Coping (RC)	-.62**	1				
Emotional Coping (EC)	.71**	-.48**	1			
Detached Coping (DC)	.58**	-.35**	.52**	1		
Avoidance Coping (AC)	.79**	-.66**	.73**	.55**	1	
CQS	-.806**	.72**	-.69**	-.61**	-.78**	1
(CMI)	.744**	.69**	-.63**	-.57**	-.76**	-.76**

*Note: *Correlation is significant at the 0.05 level (2-tailed), **Correlation is significant at the 0.01 level (2-tailed)*

The bivariate correlation matrix illustrated in Table 4 points to highly significant structural associations between all the operational variables (N = 300). Social Interaction Anxiety (SIA) shares a strong and statistically significant negative correlation with Rational Coping ($r = -.62$, $p < 0.01$) and the total Coping Style Questionnaire score ($r = -.806$, $p < 0.01$). Conversely, it manifests strong positive correlations with maladaptive dimensions, including Emotional Coping ($r = .71$, $p < 0.01$), Detached Coping ($r = .58$, $p < 0.01$), and Avoidance Coping ($r = .79$, $p < 0.01$). Notably, Social Interaction Anxiety presents a highly significant positive correlation with the Career Decision Making Inventory ($r = .744$, $p < 0.01$). In tandem with these dynamics, the Career Decision Making Inventory (CMI) manifests robust linear links with coping styles. It is positively and highly correlated with Rational Coping ($r = .69$, $p < 0.01$), while being significantly and negatively associated with Emotional Coping ($r = -.63$, $p < 0.01$), Detached Coping ($r = -.57$, $p < 0.01$), Avoidance Coping ($r = -.76$, $p < 0.01$), and the overall Coping Style Questionnaire baseline ($r = -.76$, $p < 0.01$). These complex inter-correlations provide strong foundational empirical support for the hypothesized directional paths in the study.

Table 5: Coping Style as mediator between Social Interaction Anxiety and Career Decision Making

Variables	SE	B	t	P	95% CI
Social Interaction Anxiety (IV)	.053	.293	5.45	.000	[0.1876, 0.3993]
Coping Style Questionnaire (M)	.041	-.380	-5.16	.000	[-0.4618, -0.2986]
Career Decision Making Inventory (DV)	.049	-.245	-3.87	.000	[-0.3412, -0.1487]

$R^2 = .0601$

The mediation coefficients detailed in Table 5 clarify the underlying psychological mechanism between the variables. The path analysis confirms that Social Interaction Anxiety (IV) exerts a statistically vibrant and positive direct effect on Career Decision Making difficulties ($\beta = .293$, $t = 5.45$, $p < 0.001$). When looking

at the role of the mediator, Social Interaction Anxiety has a negative predictive impact on adaptive Coping Styles (beta = $-.380$, $t = -5.16$, $p < 0.001$). Concurrently, Coping Style emerges as a highly significant negative predictor of Career Decision Making scores (beta = $-.245$, $t = -3.87$, $p < 0.001$). The model fitness metrics indicate an $R^2 = .0601$, meaning the combination explains approximately 6% of the overall variance. Crucially, since the 95% bootstrap confidence intervals for all evaluated pathways (IV, M, and DV) do not include zero, it is established that Coping Style significantly and partially mediates the relationship between Social Interaction Anxiety and Career Decision Making.

Table 6: A Comparison in the variables (N=300) on the basis of Gender Differences

Variables	Male N=123		Female N=177		t	p	95%		Cohen's d
	M	SD	M	SD			UL	LL	Cohen's d
Social Interaction Anxiety	83.9	15.8	73.3	21.2	4.7	<.001	15.0	6.2	.554
Coping Style Questionnaire	91.5	22.7	103	26.7	-3.9	<.001	-5.7	-17	-.459
Career Decision Making Inventory	107	14.8	98.8	19.8	4.0	<.001	12.6	4.3	.473

Note: M=mean, SD=Standard deviation, t=t-test, P=Significant value, UL=Upper limit, LL=Lower limit

The findings from the independent samples t-test unveil highly significant gender-based differences across all primary study variables ($p < 0.001$). Male young adults recorded significantly higher levels of Social Interaction Anxiety ($M = 83.9$, $SD = 15.8$) compared to female young adults ($M = 73.3$, $SD = 21.2$; $t = 4.7$, $p < 0.001$), presenting a moderate effect size (Cohen's $d = .554$). Conversely, female respondents engaged in markedly higher levels of overall coping behaviors as measured by the Coping Style Questionnaire ($M = 103.0$, $SD = 26.7$) than male respondents ($M = 91.5$, $SD = 22.7$; $t = -3.9$, $p < 0.001$, $d = -.459$). This pattern variation extended into career metrics, where male young adults displayed significantly greater scores on the Career Decision Making Inventory ($M = 107.0$, $SD = 14.8$) than female respondents ($M = 98.8$, $SD = 19.8$; $t = 4.0$, $p < 0.001$, $d = .473$). Conclusively, these metrics show that while male professionals score higher in social anxiety and career decision indices, female young adults demonstrate significantly higher levels of overall coping style strategies.

DISCUSSION

This research looked into the correlation that exists between Social Interaction Anxiety, Coping Style and Career Decision Making among young adults and gender disparities. Theoretically, the findings can be explained by the Stress and Coping Theory by Lazarus and Folkman, which states that people react to stress depending on their assessment of a situation and the coping mechanisms employed. The results favor this theory, with more anxious individuals having less coping skills with a disproportionately low use of rational coping and high use of avoidance-based coping.

The results are also consistent with the Social Cognitive Career Theory (SCCT) which highlights the significance of self-efficacy and emotional experiences in making career decisions. Anxiety has a partial effect on career decision making through a coping style. Emotional intelligence and resilience have been

identified as key psychological resources that buffer against anxiety and support life satisfaction among young people (Saleem et al., 2025), further substantiating the mediating role of positive coping orientations in this study. Male exhibited more social interaction anxiety whereas female exhibited more coping styles.

Rather, coping style is a significant psychological process that can explain the effects of anxiety on decision making. The economic climate surrounding young professionals further compounds this relationship; COVID-19-related financial uncertainty and exchange rate instability have been documented to exacerbate psychological stress among youth (Kausar et al., 2022), which in turn disrupts their capacity for rational career planning. This hypothesis has been proved via correlation analysis since the results of this analysis provide evidence in favor of this assumption.

That is, each of the three variables showed statistically significant correlations with the other. The second hypothesis of the current research implied that coping style will mediate the association between social interaction anxiety and Career Decision Making. As a result, the obtained information proves that coping style mediates the relation between social interaction anxiety and Career Decision Making. The role of dark and dysfunctional leadership environments has been shown to breed workplace incivility and maladaptive behaviors (Masih et al., 2026), drawing parallels to how toxic academic or social environments might similarly entrench maladaptive coping among university students.

Moreover, the analysis findings showed that the total model only describes less than 10 percent of the variation in Career Decision Making. That is, there is a mediating role of coping styles between social interaction anxiety and Career Decision Making. Results of these analyses showed that there are notable gender differences in all of the three variables, which validated Hypothesis 3. More precisely, the researchers have determined that male participants had much more social interaction anxiety than female ones. In addition, it was found that the coping style scores were significantly higher in females than in males.

About Career Decision Making, male participants scored well above female participants in this variable. Overall, the differences above are statistically significant and indicate the presence of the adequate effect size in real-life settings. The growing integration of artificial intelligence in HR and educational assessment tools also raises important ethical considerations for how career guidance is delivered and interpreted (Ghazanfar & Ul Haq, 2025). Furthermore, ethical leadership and responsible innovation in professional settings have been increasingly recognized as critical frameworks shaping the psychological wellbeing of those navigating career transitions (Shah et al., 2025a).

Corporate governance and regulatory frameworks also play a broader role in shaping the work environments into which students transition (Saddique & Haq, 2025). Similarly, sustainable practices in HR and supply chains underscore the long-term organizational contexts affecting career wellbeing (Shah et al., 2025b). Thus, the results of the present study greatly prove Hypothesis 3.

From an economic perspective, AI-driven shifts in unemployment trends across developed economies add a structural anxiety dimension to young adults' career planning (Iqbal et al., 2025). These macro-level uncertainties complement the micro-level findings of this study and underscore the importance of building robust coping frameworks in university students. The findings collectively point to the need for comprehensive psychological interventions that address both the emotional and structural dimensions of career decision-making.

CONCLUSION

The results of this research indicate that social interaction anxiety, coping style, and career decision making are significantly related in young adults. This relationship is mainly mediated by coping style, which is a psychological mediator between decision-making ability and emotional distress. Altogether, this paper highlights the significance of coping strategies in explaining how anxiety is dealt with by young adults when making career choices.

Limitations

- A cross-sectional research design cannot be used to make cause-and-effect conclusions.
- Convenience sampling restricts the extrapolation of the results to the outside population of the university students in the sample.
- The self-report questionnaires can bring bias to the responses, such as social desirability and false self-perception.
- The coping style measure failed to distinguish clearly between adaptive and maladaptive coping styles, which can influence the interpretation of the results.
- The model had limited variables, limiting a more in-depth comprehension of career decision making.

Recommendations

- Longitudinal designs need to be employed in future studies to enhance the knowledge about cause-and-effect relationships.
- Generalizability should be enhanced by the use of a more representative sample (non-students and other regions).
- There should be better measurement instruments which can effectively distinguish between adaptive and maladaptive coping mechanisms.
- Schools ought to have well designed counseling programs to lower social interaction anxiety among students.
- Career guidance services must be enhanced to help the students make more informed and confident career choices.

Future studies must embrace mixed-method approaches in an attempt to understand the psychological experiences of students in a comprehensive manner. Mobile-assisted and technology-based learning platforms have shown promise in enhancing student motivation and receptive capacities (Hajira et al., 2025), and similar interventions may be adapted to provide accessible psychological support for career decision-making in university settings.

Implications

- In particular, career counsellors can utilize the understanding of the discussed relationships to make their clients feel more certain about their skills in making the right career choices.
- Moreover, the role of coping style as the mediator in the correlation between anxiety and Career Decision Making is emphasized.
- It might be useful to parents and teachers to give more specific advice about their emotional and career needs.
- Moreover, mental health experts can devote more attention to the issue of social anxiety in the course of college or university education and offer the relevant treatment services.
- Lastly, policymakers may take gender into account when creating new psychological interventions programs.

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