**The Effectiveness of PIC Model Training
(*Prescreening, In-depth exploration, Choice*)
*to Reduce Career Decision Making Difficulties
among Orphanage Teenagers***

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ABSTRACK

Career decision making difficulties among orphanage teenagers can be caused by the lack of interaction, lack of communication, and lack of parental support, as well as the limited social space and limited access to obtain career information. The purpose of this study was to determine the effectiveness of training with PIC model (Prescreening, In-depth exploration, Choice) to reduce career decision making difficulties in orphanage teenagers. Participants were 8 teenagaers who live in orphanage house A for girl, grade XI Madrasah Aliyah (high school level), with age ranged from 16 to 18 years old. The research design was one group pretest-posttest design, comparing the participant's score before and after intervention, measured by career decision making difficulties questionnaire (CDDQ). The intervention comprised three stages of PIC model: prescreening, in-depth exploration, and choice, in the form of written exercises with a workbook and group discussion. Result showed PIC model training effective to reduce career decision making difficulties in orphanage teenagers.

Keywords: career, career decision making difficulies, PIC model (Prescreening, In-depth exploration, Choice), orphanage teenagers.