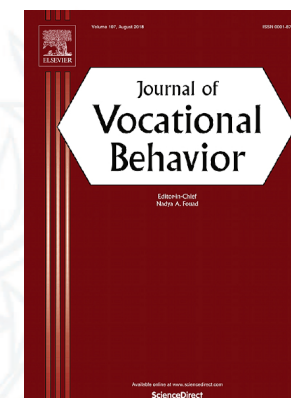




# JOURNAL OF VOCATIONAL BEHAVIOR



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**The Editors of JOURNAL OF VOCATIONAL BEHAVIOR**  
Elsevier, Amsterdam, The Netherlands

