

Identity capital in Serbian youth: a pilot study

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Abstract

In our study comprising 522 emerging adults, we have tried to determine the level of integration in adult society and the variables that contribute to this that are described in the identity capital model based on Erikson's lifelong development theory. We have found that a highly significant percentage of variance is determined by certain personality characteristics such as self-esteem and locus of control, and by identity variables such as commitment making, identifying with commitment, exploration in breadth, and exploration in depth. Negative outcome identity variables such as ruminative exploration do not significantly influence the model. While examining previous studies, we can make a case that the increase in age of young adults that participate in the study increases the influence of identity variables on the model.

Keywords: Identity capital, Erikson, Scale adaptation.

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Introduction

In his seminal works, Erikson ^[1,2] describes his proposed extension of Freud's developmental theories and formulates lifelong development as a concept focusing on the development of adolescents and youth. He proposes that each developmental stage bears with it a crisis that must be overcome if the individual is to continue with uninhibited growth and development through life. One such crisis is the identity formation crisis at the end of adolescence and, at the beginning of adulthood, the crisis of identity.

Many theoreticians have further developed Erikson's theories, and there were many attempts to operationalize his concepts over the last 70 years, but what is of interest to us is the attempt to give a sociological point of view to this theory during the 90s as embodied in the Identity Capital Theory ^[3]. If we were to generalize this theoretical approach in the most loose of terms identity capital is the answer to the question of what one invests into who they are. This investment on the part of the individual will, hopefully, reflect positively on and bring rewards to the individual in the form of successfully navigating the murky waters of late-modern society. Such Identity capital can be divided into two subcategories: tangible and intangible.

Tangible capital stems from several sources, such as social and technical skills in a wide variety of areas, effective behavioral repertoires, association with key social and occupational networks, and similar assets. What makes these assets visible is the fact that they are socially visible in the sense that they can be readily perceived by another individual. The more sociological components of tangible identity are features such as educational credentials, group membership, and personal deportment (such as the way a person dresses, physical attractiveness, an individual's speech mannerisms, and so on). Here, we also include family backgrounds and connections as an essential part of a sort of passport into social spheres and groups an individual wants to be a part of ^[3]. We must acknowledge that a significant amount of time has passed since the inception of this theory and that there have been several major developments in the field of social capital, such as the rise of the internet and social network sites. Given the connection between social network use and social capital ^[4], we find it necessary to include this form of presence in our deliberation of tangible identity capital in today's world. Therefore, we have added several measures of social media behavior to our research to test this hypothesis.

On the other hand, some resources contribute to identity capital, although they are, in essence, intangible. These more psychological factors include exploration of commitment, ego strength, self-efficacy, cognitive flexibility, critical thinking abilities, moral reasoning, and other traits that are likely to help in an individual's endeavors to procure successful outcomes in negotiating hurdles of late-modern professional and private life ^[3]. Early research ^[5] has also identified self-esteem, purpose in life, and locus of control as contributing factors in defining intangible identity capital. In Eriksonian terms, a successful resolution to the identity crisis, characterized by high commitment-making and fruitful exploration of commitments resulting in well-developed ego-synthetic and ego-executive abilities, is also essential to intangible identity capital. Modern understanding of Eriksonian identity includes five dimensions: Commitment making, Identification with commitment, Exploration in breadth, Exploration in-depth, and Ruminative exploration ^[6]. This model was used in a more recent identity capital research ^[7].

Rooted in developmental and social psychological approaches, the identity capital model seeks to lend us greater explanatory power when examining the interrelationship between social context and identity formation ^[8]. For instance, it has been proposed that the identity capital framework can be used to identify and define entrepreneurial identity ^[9]. In the aforementioned paper, parallels have been drawn between the accrual of identity capital and the social underpinnings of entrepreneurship and how they are compatible with each other. This was found true, especially in the creative industries ^[10]. The authors suggest that identity capital differs from other types of career capital in that it depends more on the collective perception of others and requires validation from an external audience. In other words, identity capital is rooted in communities, institutions, and the larger base of consumers, peers, and other gatekeepers.

On the whole, this study aims to measure identity capital in Serbian youth according to the guidelines proposed by Cote ^[11] and get a general idea of the prevalence of certain aspects of identity capital, their interplay and relationship with measurements of adulthood, or better yet, measurements of successfully entering adulthood. For this purpose, we have gathered a sample of young adults and gave them a battery of questions taken from previous studies of this kind.

Method

This study comprises 522 participants, and 368 of them (70.5%) have declared themselves as female. The average age of the participants is 20.6 (min=18; max=25; SD=1.79). The greatest number of students studied social sciences (60.6%) than humanities (14.1%), technological and biotechnical sciences (13.3%), and natural and medical sciences (12%). Out of the sample pool, 74.7% only study and are not employed, 18.8% study and are precariously employed, and 6.5% study and are permanently employed. With regards to their background, 35.2% are from the countryside, 25.9% are from small towns and 39% are from cities. The testing was conducted via an online survey. Regarding parent education, 34.3% of fathers and 36.2% of mothers have some sort of higher education. Regarding employment, 91.7% of fathers and 81.1% of mothers have some sort of income. The battery of tests consisted of several questionnaires, demographical questions, and questions regarding social network use.

Dimensions of Identity Development Scale (DIDS) is a 25-item scale consisting of five subscales: Commitment making, Identification with commitment, Exploration in breadth, Exploration in Depth, and Ruminative exploration^[6]. Each of the subscales consists of five items. This instrument measures exploration and commitment and their facets, as postulated by Erikson (1950), as the driving forces of identity development in adolescents and early adults. The scale was successfully adapted into the Serbian language^[12]. The internal consistency measured by the alpha for subscales was 0.91, 0.92, 0.86, 0.74, and 0.84.

The identity **stage resolution index** (ISRI; Cote, 2016) scale was created to approximate identity capital accumulation in the transition to adulthood based on the Eriksonian identity development model, or better yet, the crisis resolution model. It has six items and two subscales, the Adult Identity Resolution Scale (AIRS) and Society Identity Resolution Scale (SIRS), each of them consisting of three items. The scale was successfully adapted to the Serbian language^[13]. Internal consistency was good with alpha 0.80 and 0.75 scores on the subscales respectively.

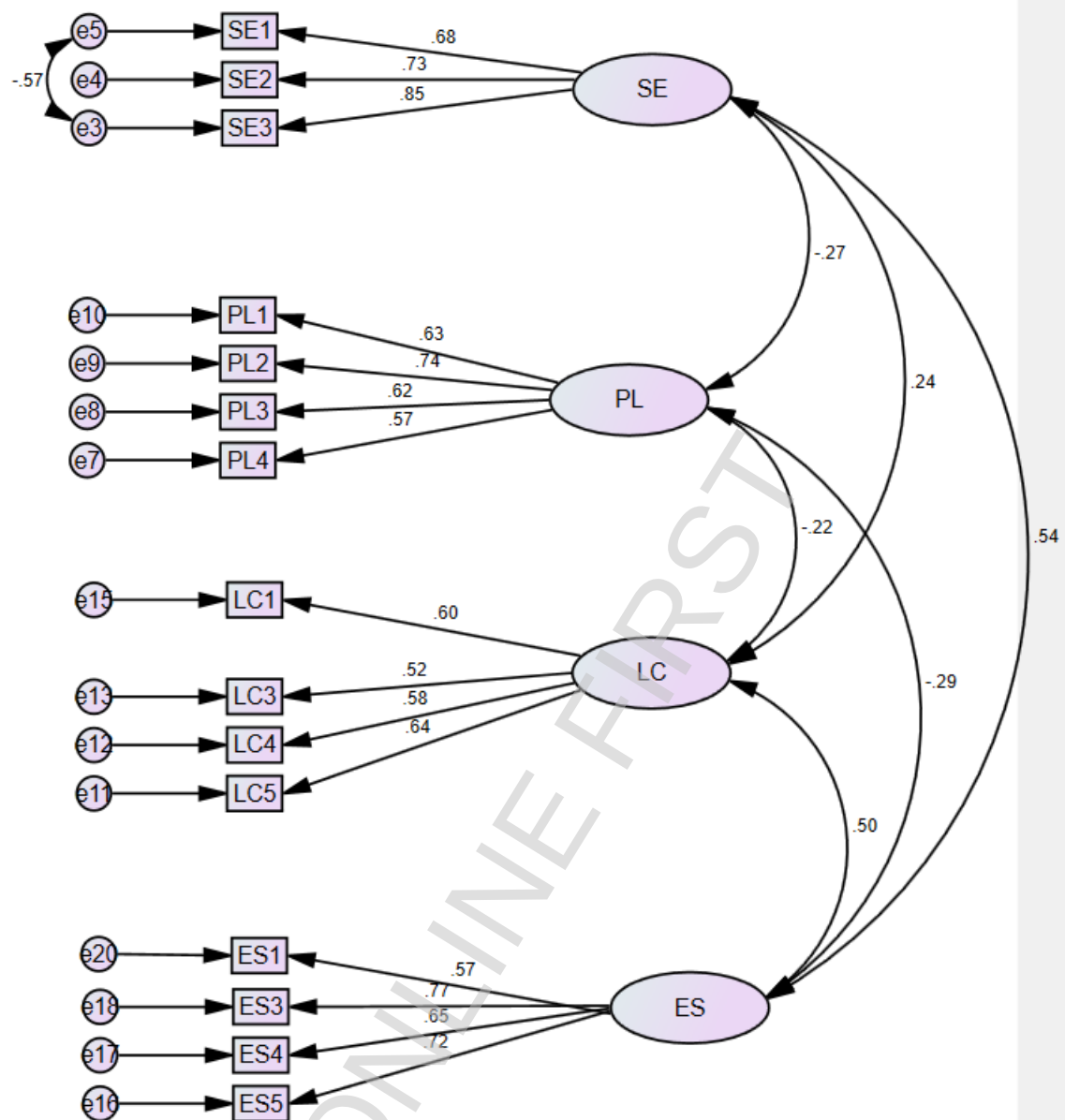
Multy-Measure Agentic Personality Scale (MAPS20) is a 20-item scale created to measure a personality's perceived agentic qualities^[11]. It has four subscales: self-esteem, purpose in life, locus of control and ego strength. This questionnaire has not been validated in Serbian, and part of this study is its validation effort.

We performed Confirmatory Factor Analysis (CFI), and we used several model fit indicators, Root Mean Square Error of Approximation (RMSEA), Comparative Fit Index (CFI), and Tucker Lewis Index (TLI). One of the indicators of good model fit that we used is RMSEA. We placed the maximum cut-off value to be 0.08, while we considered <0.05 to reflect a good model fit ^[14]. Next, we used the CFI and the TLI to determine a good model fit. For both indexes, we considered values of at least 0.90 to indicate an acceptable model fit, while values of 0.95 and above represent a good model fit ^[15,16]. We also used correlation, *t*-test, ANOVA, linear regression, and descriptive statistics methods. The statistical significance levels, *p* values, taken to be significant were less than 0.05 and less than 0.01.

Results

First, we performed CFI to determine the goodness of fit for the original model of the MAPS20 questionnaire. After the original model failed to meet the criterion, we proceeded to remove the items with low loadings on the factors and ended up with a model that had satisfactory criterion $\chi^2(df)=273.160(83)$, CFI=0.908, TLI=0.883, RMSEA=0.066. Graph 1 is the representation of the model with factor loadings. The model we got was viable, and we used it in the rest of the statistical operations.

Next, we proceeded to correlate the findings from various questionnaires we used in this survey. The results can be found in Table 1. Correlations between satisfaction with one's age and material circumstances on the one hand and other measured constructs on the other can be found in Table 2. There are no statistically significant differences between measured constructs in young individuals with employed and unemployed parents and with parents who have or do not have higher education. There is also no statistically significant difference between measured constructs and what science groups the participants are studying. This holds the same regarding their place of origin. Gender differences in measured constructs and their statistical significance can be found in Table 3.



Graph 1. Representation of the MAPS20 questionnaire with adequate model fit.

Table 1. Correlations between measured constructs (r).

	AIRS	SIRS	SE	PL	LC	ES	CM	IC	EB	ED
SIRS	0.54**	-								
SE	0.44**	0.35**	-							
PL	-	-	-	-						
LC	0.24**	0.26**	0.18**	-	-					
ES	0.47**	0.37**	0.44**	-	0.37**	-				
CM	0.45**	0.63**	0.32**	-	0.26**	0.41**	-			
IC	0.37**	0.50**	0.35**	-0.10*	0.26**	0.39**	0.81**	-		
EB	0.10*	-	-	-	-	0.16**	0.19**	0.28**	-	
ED	0.24**	0.28**	0.26**	-	0.20**	0.27**	0.41**	0.50**	0.59**	-
RE	-0.20**	-0.30**	-0.13**	0.29**	-	-0.13**	-0.38**	-0.31**	0.37**	0.20**

AIRS – Adult Identity Resolution Scale; SIRS - Societal Identity Resolution Scale; MAPS20: SE – Self-Esteem; PL – Purpose in life; LC – Locus of control; ES – Ego strength; DIDS: CM – commitment making; IC – Identification with commitment; EB – Exploration in breadth; ED – Exploration in depth; RE – Ruminative exploration. *p<0.05; **p<0.01

Table 2. Correlations between age and satisfaction with material status and measured constructs (r).

	AIRS	SIRS	SE	PL	LC	ES	CM	IC	EB	ED	RE	MS	Age
MS	0.12**	0.24**	0.21**	-	0.09*	0.09*	0.13**	0.13**	-	-	-	-	-
Age	0.10*	-	-	-0.13**	-	-	-	-	-	0.09*	-0.11*	-	-

MS – Material state satisfaction; AIRS – Adult Identity Resolution Scale; SIRS - Societal Identity Resolution Scale; MAPS20: SE – Self-Esteem; PL – Purpose in life; LC – Locus of control; ES – Ego strength; DIDS: CM – commitment making; IC – Identification with commitment; EB – Exploration in breadth; ED – Exploration in depth; RE – Ruminative exploration. *p<0.05; **p<0.01

Table 3. Gender differences between measured constructs.

Construct	Gender	Mean
Adult Identity Resolution Scale	Male	3.98
	Female	3.92
Societal Identity Resolution Scale	Male	3.43
	Female	3.26
Self-Esteem*	Male	3.94
	Female	3.76
Purpose in life	Male	2.57
	Female	2.47
Locus of Control **	Male	3.54
	Female	3.26
Ego Strength**	Male	3.74
	Female	3.43
Commitment making	Male	3.93
	Female	3.89
Identification with commitment	Male	3.83
	Female	3.90
Exploration Breadth**	Male	3.82
	Female	4.12
Exploration Depth	Male	3.40
	Female	3.48
Ruminative Exploration**	Male	3.00
	Female	3.31

*p<0.05; **p<0.01

We have also attempted to measure behavior on social networks. We have eliminated those participants who do not use social networks from this part of the survey, 11 in total. In Table 4 we can see the differences in measured construct values between groups of participants that have been sorted by the number of social networks they are using at the time of the survey. Regarding their behavior on social networks, we have classified the

participants into two categories: passive scrollers and active posters. The differences between measured constructs when considering these categories of internet behavior are presented in Table 5. We have performed ANOVA to determine the relationship between time spent on social networks and measured constructs. The time categories were one hour (N=102), two hours (N=182), three hours (N=112), and more than three hours (N=126). There were only significant differences in Purpose in life ($p=0.011$) the highest purpose in life score was detected in those who spent the most time using social networks and ruminative exploration ($p=0.029$), where the same trend was detected.

Table 4. Differences in measured constructs regarding the number of social networks the participants are using at the moment of the survey.

	On one (N=26)	On two (N=197)	On three (N=113)	On more than three (N=186)	ANOVA significance value (p)
AIRS	4.09	4.03	3.96	3.81	0.019
SIRS	3.49	3.47	3.22	3.18	0.022
SE	4.00	3.82	3.81	3.78	0.611
PL	2.23	2.42	2.56	2.58	0.005
LC	3.48	3.45	3.30	3.26	0.130
ES	3.71	3.59	3.68	3.33	0.002
CM	3.80	4.06	3.87	3.82	0.095
IC	3.75	4.00	3.84	3.83	0.297
EB	3.58	3.97	4.22	4.07	0.004
ED	3.33	3.45	3.55	3.43	0.526
RE	3.09	3.05	3.47	3.24	0.008

AIRS – Adult Identity Resolution Scale; SIRS - Societal Identity Resolution Scale; MAPS20: SE – Self-Esteem; PL – Purpose in life; LC – Locus of control; ES – Ego strength; DIDS: CM – commitment making; IC – Identification with commitment; EB – Exploration in breadth; ED – Exploration in depth; RE – Ruminative exploration.

Table 5. *Differences in measured constructs regarding participant behavior on social networks.*

	I mostly watch other people's posts (N=412)	Most of the time I post content (N=104)	p
AIRS	3.88	4.17	0.001
SIRS	3.25	3.55	0.007
SE	3.76	3.99	0.011
PL	2.49	2.50	0.820
LC	3.31	3.52	0.028
ES	3.46	3.79	0.001
CM	3.88	4.08	0.056
IC	3.83	4.13	0.009
EB	4.02	4.14	0.217
ED	3.44	3.5	0.373
RE	3.26	3.01	0.036

AIRS – Adult Identity Resolution Scale; SIRS - Societal Identity Resolution Scale; MAPS20: SE – Self-Esteem; PL – Purpose in life; LC – Locus of control; ES – Ego strength; DIDS: CM – commitment making; IC – Identification with commitment; EB – Exploration in breadth; ED – Exploration in depth; RE – Ruminative exploration.

Since AIRS and SIRS are outcomes of identity formation we have performed regression to find out what percentage of the mentioned variables variance is explained by DIDS and MAPS20 subscales. The analysis was successful ($F(df)=28.201(509)$; $p<0.001$ and $F(df)=29.898(509)$; $p<0.001$ respectively) results are presented in Table 6. There is no significant difference in AIRS and SIRS values between students of different sciences. Also, there is no difference in the values of these variables concerning student employment, parental education, parental employment, place of birth (village, small town or city) or social network usage styles.

Table 6. Results of linear regression where AIRS and SIRS are the dependent variables and MAPS20 and DIDS subscales are independent variables.

	AIRS		SIRS	
	β	Sig.	β	Sig.
SE	0.265	<0.001	0.215	<0.001
PL	-0.006	0.874	-0.065	0.101
LC	0.069	0.086	0.161	<0.001
ES	0.328	<0.001	0.205	<0.001
ΔR^2	0.277		0.19	
SE	0.227	<0.001	0.110	0.003
PL	0.022	0.558	-0.017	0.607
LC	0.040	0.308	0.078	0.028
ES	0.258	<0.001	0.069	0.082
CM	0.324	<0.001	0.636	<0.001
IC	-0.135	0.047	-0.146	0.016
EB	0.022	0.651	-0.160	<0.001
ED	0.039	0.454	0.146	0.002
RE	-0.075	0.120	-0.043	0.314
ΔR^2	0.334		0.467	

AIRS – Adult Identity Resolution Scale; SIRS - Societal Identity Resolution Scale; MAPS20: SE – Self-Esteem; PL – Purpose in life; LC – Locus of control; ES – Ego strength; DIDS: CM – commitment making; IC – Identification with commitment; EB – Exploration in breadth; ED – Exploration in depth; RE – Ruminative exploration.

Discussion

First, let us examine the structure of the instruments used in this survey. We can, with all certainty, say that the structure of the MAPS20 questionnaire has been confirmed, although several modifications had to be made to preserve it. We have had to remove one item from the locus of control, purpose in life, and ego strength subscales and two from the self-esteem subscale of the questionnaire. Only then did we achieve adequate model fit, in

other words, appropriate values of fit parameters designated above. After this has been established we could analyze other results and draw conclusions from the available data.

We can now proceed to examine how the measured constructs correlate with the two outcome variables, the Adult Identity Resolution Scale and the Societal Identity Resolution Scale. We can see that Adult Identity correlates strongly with MAPS20 constructs, but neither variable correlates with the purpose in life subscale. This is a bit puzzling, giving us the impression that this variable is not important for entering the world of adults. We must consider that purpose in life has become so vague in the postmodern world that it is not expected, even from an adult, to have a clear sense of where he or she is going in life to be considered an adult. On the other hand, DIDS subscales be they positive or negative outcome variables, correlate more strongly with Societal Identity Resolution. This leads us to believe that personal identity resolution is more attuned to the societal part of an adult's being while feeling adult on its own is more related to personal strengths.

Age, it seems, has very little to do with either Adult or Societal Resolution, along with personal strengths and identity subscales. This is either because the span of participant age is too small for there to be any sort of meaningful influence or because age itself at this stage plays no role in adulthood transition but the wealth of personal experience that does not correspond to participant age. Indeed we strongly believe it is the latter because the age span is between 18 and 25, late teens to emerging adulthood. This also emphasizes the postulate that there is a protracted adolescence, or better yet, emerging adulthood, influencing the feeling of becoming an adult in a personal and societal way ^[17], so that age in this span is of little predictive value. Other experiences that we have not measured may have more of an influence on the outcome variables. On the other hand, monetary satisfaction has a stronger influence on the outcome variables, especially on Societal Identity Resolution. This, in turn, means that satisfaction with one's financial situation makes a young adult feel more secure in society, granting them the feeling of being grown up and finding their place in society.

Regarding gender differences, we have not found any much data in existing literature. What we can safely say is that, when outcome variables are concerned, there is no gender difference in values therefore young men and women have the same feeling of reaching adulthood and societal identity goals. This, however, is not the case with self-esteem, locus of control and ego strength, where male participants have recorded higher values. Extensive meta-analytic studies have shown that this is generally the case; therefore, we have not

delved further into this ^[18]. The gender differences in Locus of control results are a bit puzzling because the prevailing literature suggests that control is slightly more externalized in female participants ^[19] but that there are differences either way when conducting facet-level analysis. Since MAPS20 measures Locus of control as a singular construct, we cannot quite determine the nature of the discrepancy, but this might be a sign of the times and a cultural artifact of the Serbian youth population. Further studies of this construct are needed to get to the bottom of this discrepancy. Concerning ego strength, earlier research has not found any gender differences ^[20]. Therefore, this also might be an artifact of the Serbian population. Further research into these constructs is needed in our country to fully understand the interplay of these variables. Our study is but a pilot research project that hopes to provide an impetus for further work in this field. With regards to DIDS subscales, there have been reported gender differences since the scale inception, with female participants scoring higher in Ruminative exploration and Exploration in-depth than male participants ^[6]. This has only been partially confirmed in our study, where, indeed, female participants have higher scores on Ruminative exploration while there is no difference in Exploration in depth but in Exploration in breadth. This is a bit puzzling but a starting point for further examination of this phenomenon in the context of the Serbian youth. Again, we must stress that our research is the first one of this nature in our country and that our results need to be tested and retested in numerous samplings so that we may reach firm conclusions about these discrepancies.

The second thing we tested was participant behavior on social networks and its relationship with measured constructs. We have not found any literature regarding this therefore, it was very interesting to us to see if there any noteworthy results and conclusions that can be drawn, and we were not disappointed. Both Adult Identity Resolution and Societal Identity resolution vary significantly with regard to the number of social network accounts an individual has. AIRS decreases with the number of social network accounts one possesses, as does SIRS. This means that if an individual is active on more than one network, then do not feel as member of an adult world that much. Is this lack of self-perceived maturity a result of the number of social network accounts, or does lack of maturity create a need for accounts on more than three social networks is at present not known but is a phenomenon that needs investigating. This interplay and its source might be valuable for future research into the social network activities of young adults. On the other hand, Purpose in life is more expressed in individuals with accounts on more than three social networks, while ego strength decreases. So we have individuals with lower sense of belonging to the

adult community but more purposeful yet with lower strength that possess accounts on multiple social networks. Regarding DIDS subscales, individuals with accounts on more than three social networks have significantly higher exploration in breadth, this can be seen as logical since they are after more different experiences, but also negative outcome variables such as ruminative exploration.

With regards to behavior on social networks, meaning do you post content or do you consume content there are significant differences between these two groups in many measured constructs. The AIRS and SIRS scales are higher in those that create content as is self-esteem, locus of control, and ego strength. This can be considered logical because these are traits necessary to have the courage needed to create content and expose yourself to the world, not just be a passive scroller. Also, when DIDS subscales are concerned Identity commitment is higher in content creators, while there is a slight but significant decrease in Ruminative exploration.

Now let us turn to the most important part of our study, the regression analysis where we determine the percentage of variance of our outcome variables AIRS and SIRS explained by other measured constructs such as the MAPS20 and DIDS subscales. There has been previous research in this domain ^[7], but on high-school children aged between 16 and 19 years, therefore there is some overlap between our samples but also discrepancies that might prove crucial to interpreting our results. When AIRS is concerned, in the Polish study, DIDS contributed about 4% of the variance, while in our study, this figure was higher up to 5.7%. This slight increase might be due to the maturity of our sample where, with age identity domains have a greater influence on how an individual perceives himself. However, this discrepancy is rather small, and further testing is needed to see if DIDS variables truly have such a small influence on AIRS. On the other hand, we have, unlike the Polish study, also used MAPS20, which has explained a rather significant 27.7% of the AIRS variance. So we see that personal qualities, not identity ones, have a greater impact on the Adulthood Identity construct. This, however, does not hold for the Societal Identity, where MAPS20 variables contribute far less, only 19%, and DIDS variables contribute a further 27.7%, totaling a rather high 46.7%. The research conducted in Poland measured between 20 and 16% variance explained by DIDS. We can only conclude that when SIRS is concerned, identity variables increase their explanatory values with age. Further testing on various populations regarding age and educational status needs to be conducted to replicate these results and strengthen the conclusion of this study. As we said, this is only the beginning of research in identity capital

and Eriksonian theories in Serbia, and we must be cautious when jumping to conclusions, testing and retesting are the keys to unraveling the truth. Unfortunately, identity capital theory is “out of fashion”; therefore, comparative studies are scarce and hard to find.

Conclusion

The revised MAPS20 questionnaire is available to be used in Serbian. We have found that there are gender differences in measured constructs; some of them are in accordance with international standards, and some of them are a bit paradoxical; further testing is needed to explain this. By analyzing our results, we have determined that identity variables probably increase their influence on AISR and SIRS as outcome variables and that MAPS20 and DIDS subscales have a greater impact on SIRS than on AIRS. Further research on populations of various educational, vocational, and age states is needed to reach more significant insights into the problems proposed in this study, which is only a pilot research project.

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Identitetni kapital kod mladih u Srbiji: pilot studija

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Sažetak

U našoj studiji koja se sastojala od 522 ispitanika smo pokušali da utvrdimo nivo integracije mladih u društvo odraslih i koje varijable doprinose ovom osećaju prema modelu identitetnog kapitala zasnovanom na Eriksonovoj teoriji celoživotnog razvoja. Pronašli smo da je visoko značajan procenat varijanse osećaja odraslosti određen odlikama ličnosti poput samopouzdanja i lokusa kontrole i varijablama Ja-identiteta poput formiranje posvećenosti, identifikacijom sa posvećenošću, eksploracijom u širinu i eksploracijom u dubinu. Varijable prediktori negativnog ishoda formiranja identiteta, poput ruminativne eksploracije nemaju značajan uticaj na model. Posmatrajući prethodne studije na ovu temu, možemo postaviti hipotezu da povećanje starosti ispitanika povećava udeo uticaja identitetnih varijabli u predpostavljenom modelu.

Ključne reči: identitetni kapital, Erikson, adaptacija skala.

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Appendix I Serbian translation of the MAPS20 questionnaire

MAPS20 upitnik

Subskala	Stavka	Ne slažem se					Slažem se	
		1	2	3	4	5		
SE1	Ja sam zabavna osoba.	1	2	3	4	5		
SE2	Popularan sam među svojim vršnjacima.	1	2	3	4	5		
SE3	Ljudi uglavnom prate moje ideje i slažu se sa njima.	1	2	3	4	5		
SE4	Moj izgled je ispodprosečan. (R)	1	2	3	4	5		
SE5	Većinu ljudi okolina više voli nego mene. (R)	1	2	3	4	5		
PL1	Uglavnom mi je veoma dosadno. (R)	1	2	3	4	5		
PL2	Život mi je postao potpuna rutina. (R)	1	2	3	4	5		
PL3	Svaki dan je nov i drugačiji.	1	2	3	4	5		
PL4	Moj život je prazan i pun očaja. (R)	1	2	3	4	5		
PL5	Veoma sam odgovorna osoba.	1	2	3	4	5		
LC1	Postati uspešan je pitanje rada i zalaganja. Sreća nema ili skoro da nema ništa sa tim.	1	2	3	4	5		
LC2	Ako nešto isplaniram skoro da sam sasvim siguran da mogu to da izguram do kraja.	1	2	3	4	5		
LC3	Dobiću onoliku ocenu koliko vredno budem učio/la.	1	2	3	4	5		
LC4	Prosto ne verujem da sreća ili šanse imaju naglašeno bitnu ulogu u mom životu.	1	2	3	4	5		
LC5	Stvari koje mi se dešavaju zavise samo od mene.	1	2	3	4	5		
ES1	Volim zahtevne i izazovne situacije.	1	2	3	4	5		
ES2	Imam snažnu volju.	1	2	3	4	5		
ES3	Mogu da se koncentrišem bolje od drugih kada se nalazim u situaciji da me nešto ometa.	1	2	3	4	5		
ES4	Mogi da se nosim sa fizičkom nelagodnošću bolje nego drugi ljudi.	1	2	3	4	5		
ES5	Kada imam neki posao da uradim teško me je omesti.	1	2	3	4	5		

SE – Samopoštovanje; PL – Svrha u životu; LC – Lokus kontrole; ES – Snaga Ega;