

**Psychological Correlates of Career Advancement among
Professional Women in Lagos Nigeria:
Implications for Counselling**

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ABSTRACT The study investigated the psychological correlates of career advancement among professional women in Lagos Nigeria. 360 professional women in Lagos Nigeria participated in the study. The random sampling technique was used for teachers, nurses and bankers, while snowballing purposive sampling was used for the engineers. The Career Advancement Profile adapted from the Attitudes toward Career Advancement Questionnaires by Rynes and Rosen (1983) and Workers Personality Profile (WPP) designed by Onwuechekwa (1990) was the main instrument used for the study. Chi-square test and ANOVA were employed to analyse the data, Where the F-value was significant post-hoc comparisons using the Scheffe's test (for unequal samples) was done. All findings were held significant at the 0.05 alpha level. The findings revealed that significant differences exist in career advancement among professional women of various marital statuses. A high percentage of professional women who were separated, divorced or widowed advanced more in their career than their married counterparts.