



# The Impact of Familial Expectations on Career Choices and Identity Formation in Highly Educated Women


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### Reviewers

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## 1. Round 1

### 1.1. Reviewer 1

Reviewer:

"The introduction effectively sets the stage for the study by highlighting the complex dynamic between familial expectations, career aspirations, and identity formation. However, it would be beneficial to provide more context regarding the specific socio-cultural environment of Tehran. The nuances of Iranian cultural and societal pressures could be briefly discussed to offer readers a better understanding of why this context is significant."

"The methodology section would benefit from a more detailed explanation of the sampling criteria. While you mention that participants were purposefully selected, more information on the rationale behind selecting these 24 women and how you ensured a diverse range of perspectives would provide more transparency in your sampling strategy."

"The criteria for participant inclusion (i.e., higher education and familial influence on career decisions) are appropriate; however, it may be useful to specify whether any demographic factors (e.g., socioeconomic status, marital status, etc.) were considered during the selection process, as they could significantly influence the findings."

"While the use of semi-structured interviews is appropriate for this qualitative study, I recommend elaborating on the interview guide. Could you provide examples of key questions from the guide, particularly those that address career decisions,

identity formation, and coping mechanisms? This would give readers a clearer sense of how data were elicited from participants."

"Thematic analysis and NVivo software are suitable for handling qualitative data; however, I recommend more detail on the coding process. For example, were any specific coding techniques (e.g., open coding, axial coding) employed, and how were coding discrepancies resolved if they arose?"

"Trustworthiness procedures such as peer debriefing and member checking are crucial in qualitative research. Can you expand on how these procedures were carried out in this study? More detail on how feedback from participants and peers influenced the final coding process would add to the credibility of the findings."

"While the demographic breakdown is helpful, I suggest including a brief analysis of how these demographic variables (e.g., age, marital status, profession) might intersect and affect participants' experiences. For example, do younger women have different experiences compared to older participants in navigating familial expectations?"

"Table 1 presents a clear breakdown of the categories and subcategories. However, it would benefit from including brief definitions of the concepts listed under each subcategory, as some readers may be unfamiliar with terms such as 'prestige-oriented parenting' or 'emotional blackmail.' Adding a glossary or brief explanations would clarify the table's content."

Authors revised the manuscript and uploaded the document.

## 1.2. Reviewer 2

Reviewer:

"While you mention that 'gendered norms and expectations perpetuate limitations on women's career trajectories,' the article could benefit from more specific examples of how these gendered norms manifest in the Iranian context, such as in education, professional fields, or family structures."

"The literature review provides a solid foundation but seems to rely heavily on secondary sources. It would enhance the paper if you could provide more recent studies (e.g., from 2020 onwards) or articles that specifically address the intersection of family dynamics, education, and career choices in Iran or similar societies."

"In the phrase 'familial expectations often dictate the types of careers deemed acceptable for women,' it would be useful to cite specific studies or evidence showing how these expectations are shaped by broader economic and political factors in Iran. This would help strengthen your argument about the socio-political dimensions of career choices."

"In the statement 'familial expectations often led to delayed career entry,' more specific examples would strengthen the claim. Could you incorporate direct quotes from participants to illustrate this point, particularly those who felt that their career aspirations were deferred due to family pressures?"

"Regarding the theme 'Compromise and Mediocrity,' it would be helpful to clarify whether the participants explicitly identified themselves as 'settling' or whether this is an interpretation on your part. If this theme is based on the analysis of participant statements, direct quotations would make the interpretation more transparent."

"The discussion aligns well with the findings; however, the comparison to Imam (2023) and Kamyab and Hoseinzadeh (2023) could be more detailed. While you mention similarities, exploring how your study's results contribute to or challenge these prior studies would add depth to your argument."

Authors revised the manuscript and uploaded the document.

## 2. Revised

Editor's decision: Accepted.

Editor in Chief's decision: Accepted.