The constructs of career resilience were clarified and a scale was developed to assess them. Company employees \((N = 241)\) participated in an online survey. The results of an exploratory factor analysis indicated a five-factor structure of career resilience with a high Cronbach’s alpha: (a) ability to cope with challenges, problem-solving, and adaptation; (b) social skills; (c) novelty and diversity of interests; (d) future orientation; and (e) helping. The results of a correlation analysis showed that all five factors of career resilience directly promoted career development. The results of a two-way analysis of variance and t-tests revealed that all factors except for novelty and diversity of interests reduced the negative effects of risk on career development. The results confirmed that career resilience consisted of four factors: (a) ability to cope with challenges, problem-solving, and adaptation; (b) social skills; (d) future orientation; and (e) helping.

**Keywords:** career resilience, constructs, scale development.