



## Career Anchors Questionnaire

On a scale of 1-4 (1 low, 4 high) rate how the following statements apply to you. Be honest!

	SCORE
1. I want to be really good at my job, one of the best, an expert.	
2. I really feel most satisfied when I am able to manage the work of others to achieve a common goal.	
3. Ideally I want to do things my way and to my own timetable.	
4. I would much rather build my own business than be the boss in someone else's.	
5. I believe that security and stability are much more important than having the freedom to choose how I work.	
6. My ideal career will enable me to integrate all of my needs equally – whether work, personal or family.	
7. It is important to me that I use my talents to further the greater good and give something back.	
8. I get a kick out of solving the unsolvable or winning against the odds.	
9. I will only feel really successful when I have the freedom to define my work.	
10. I feel most satisfied and fulfilled when I am able to use my expertise, talents and skills.	
11. I would really like to start my own business one day.	
12. I would be very uncomfortable working in an organisation that took a lot of risks. I prefer to work for an organisation that offers stability and security.	
13. I would rather seek employment elsewhere than move to a role that seriously undermined my ability to serve the greater good/others.	
14. I prefer to work on projects that really challenge my problem-solving skills and have a competitive element.	
15. I would rather find a new job than accept a role that puts constraints on how I do my work.	
16. Balancing my work with my family and personal commitments is more important to me than a senior position.	
17. One day I would like to be the boss, in charge of a whole organisation.	
18. Reaching a position of seniority in my area of expertise is far more important to me than becoming a more senior general manager.	
19. I want to make a difference in my career. I will only be truly satisfied if I feel I have made a real contribution to society.	



	SCORE
20. Working on difficult problems is more important to me than achieving a high-level position.	
21. My preference in choosing a role would be to seek out opportunities that minimise any interference with my personal life (family, friends etc.).	
22. I would feel really fulfilled if I was able to create an enterprise that was primarily the result of my ingenuity, skills and efforts.	
23. Job security and financial independence are really important to me.	
24. I would rather become a general manager with broader responsibilities than become a senior functional manager in my area of expertise.	
25. It's important for me to be respected for my knowledge, skill and experience.	
26. I get a real buzz from bringing different people together to achieve something under my guidance.	
27. I accept that I need to be accountable but hate being 'micro-managed'.	
28. I prefer roles that are predictable, where rules and expectations are clear and where consistency is rewarded.	
29. I am full of creative ideas that I long to bring to life.	
30. As long as I'm paid enough to live on, I would rather do a job that adds value to society than one with great benefits for me.	
31. I get bored easily and will usually be the first to volunteer for projects that are undefined or difficult, even if it means working in my own time.	
32. I work to live, not live to work. My job is just a job.	



## Career Anchors Score Sheet

Record your scores in the grid below.

TECHNICAL/ FUNCTIONAL COMPETENCE	GENERAL MANAGEMENT COMPETENCE	AUTONOMY/ INDEPENDENCE	SECURITY/ STABILITY	ENTRE- PRENEURIAL/ CREATIVITY	SERVICE/ DEDICATION TO A CAUSE	PURE CHALLENGE	LIFESTYLE
1.....	2.....	3.....	5.....	4.....	7.....	8.....	6.....
10.....	17.....	9.....	23.....	11.....	13.....	14.....	16.....
18.....	24.....	15.....	12.....	22.....	19.....	20.....	21.....
25.....	26.....	27.....	28.....	29.....	30.....	31.....	32.....
TOTAL.....	TOTAL.....	TOTAL.....	TOTAL.....	TOTAL.....	TOTAL.....	TOTAL.....	TOTAL.....

What are your top two or three? Read through the descriptions of Schein's career anchors. Do you think your score reflects what is important to you?