**CAREER ANCHORS - WORKSHEET**

Use the following scale to rate how true each of the items is for you:

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| Never True for Me |  | Occasionally True for Me | Often True for Me |  | Always True for Me |
| 1 | 2 | 3 | 4 | 5 | 6 |

1. I dream of being so good at what I do that my expert advice will be sought continually
2. I am most fulfilled in my work when I have been able to integrate and manage the efforts of others
3. I dream of having a career that will allow me the freedom to do a job my own way and on my own schedule
4. Security and stability are more important to me that freedom and autonomy
5. I am always on the lookout for ideas that would permit me to start my own enterprise
6. I will feel successful in my career only if I have a feeling of having made a real contribution to the welfare of society
7. I dream of a career in which I can solve problems or win out in situations that are extremely challenging
8. I would rather leave my organisation than be put into a job that would compromise

My ability to pursue personal and family concerns

1. I will feel successful in my career only if I can develop my technical or functional skills to a very high level of competence
2. I dream of being in charge of a complex organisation and making decisions that affect many people
3. I am most fulfilled in my work when I am completely free to define my own tasks, schedules and procedures
4. I would rather leave my organisation altogether than accept an assignment that would jeopardise my security in that organisation
5. Building my own business is more important to me than achieving a high-level managerial position in someone else’s organisation

|  |  |  |  |  |  |
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1. I am most fulfilled in my career when I have been able to use my talents in the service of others
2. I will feel successful in my career only if I face and overcome very difficult challenges
3. I dream of a career that will permit me to integrate my personal, family and work needs
4. Becoming a senior functional manager in my area of expertise is more attractive to me than becoming a general manager
5. I will feel successful in my career only if I become a general manager in some organisation
6. I will feel successful in my career only if I achieve complete autonomy and freedom
7. I seek jobs in organisations that will give me a sense of security and stability
8. I am most fulfilled in my career when I have been able to build something that is entirely the result of my own ideas and efforts
9. Using my skills to make the world a better place to live and work is more important to me than achieving a high-level managerial position
10. I have been most fulfilled in my career when I have solved seemingly unsolvable problems or won our over seemingly impossible odds
11. I feel successful in life only if I have been able to balance my personal, family and career requirements
12. I would rather leave my organisation rather than accept a rotational assignment that would take me out of my areas of expertise
13. Becoming a general manager is more attractive to me than becoming a senior functional manager in my current area of expertise
14. The chance to do a job my own way, free of rules and constraints, is more important to me than security

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1. I am most fulfilled in my work when I feel that I have complete financial and employment security
2. I will feel successful in my career only if I have succeeded in creating or building something that is entirely my own product or idea
3. I dream of having a career that makes a real contribution to humanity and society
4. I seek out work opportunities that strongly challenge my problem solving and/or competitive skills
5. Balancing the demands of personal and professional life is more important to me than achieving a high-level management position
6. I am most fulfilled in my work when I have been able to use my special skills and talents
7. I would rather leave my organisation than accept a job that would take me away from the general
8. I would rather leave my organisation than accept a job that would reduce my autonomy and freedom
9. I dream of having a career that will allow me to feel a sense of security and stability
10. I dream of starting up and building my own business
11. I would rather leave my organisation than accept an assignment that would undermine my ability to be of service to others
12. Working on problems that are almost unsolvable is more important to me than achieving a high-level managerial position
13. I have always sought out work opportunities that would minimise interference with personal or family concerns

At this point, look over your answers and locate all of the items that you rated highest. Pick out the THREE items that seem most true for you and give each of those items an additional FOUR (4) points. You can now score your questionnaire, in preparation for your next meeting with your consultant, who will help you interpret your score and your Career Anchor

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#### Scoring Sheet

The following blanks represent the items you have just rated. Transfer your answers from the preceding pages to these blanks. Do not forget to add the four points for the three items that were most true for you. Total the numbers in each column, and then divide that total by the number of items in the column (five). The resulting average is your self-assessment of how true the items in that scale are for you.

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  | TF | **GM** | **AU** | **SE** | **EC** | **SV** | **CH** | **LS** |
|  | 1\_\_\_\_\_ | 2\_\_\_\_ | 3\_\_\_\_ | 4\_\_\_\_\_ | 5\_\_\_\_\_ | 6\_\_\_\_\_ | 7\_\_\_\_\_ | 8\_\_\_\_\_ |
|  | 9\_\_\_\_\_ | 10\_\_\_\_\_ | 11\_\_\_\_\_ | 12\_\_\_\_\_ | 13\_\_\_\_\_ | 14\_\_\_\_\_ | 15\_\_\_\_\_ | 16\_\_\_\_\_ |
|  | 17\_\_\_\_\_ | 18\_\_\_\_\_ | 19\_\_\_\_\_ | 20\_\_\_\_\_ | 21\_\_\_\_\_ | 22\_\_\_\_\_ | 23\_\_\_\_\_ | 24\_\_\_\_\_ |
|  | 25\_\_\_\_\_ | 26\_\_\_\_\_ | 27\_\_\_\_\_ | 28\_\_\_\_\_ | 29\_\_\_\_\_ | 30\_\_\_\_\_ | 31\_\_\_\_\_ | 32\_\_\_\_\_ |
|  | 33\_\_\_\_\_ | 34\_\_\_\_\_ | 35\_\_\_\_\_ | 36\_\_\_\_\_ | 37\_\_\_\_\_ | 38\_\_\_\_\_ | 39\_\_\_\_\_ | 40\_\_\_\_\_ |
| **TOTAL** |  |  |  |  |  |  |  |  |
|  | ÷ 5 | ÷5 | ÷5 | ÷5 | ÷5 | ÷5 | ÷5 | ÷5 |
| Average | \_\_\_\_\_ | \_\_\_\_\_ | \_\_\_\_\_ | \_\_\_\_\_ | \_\_\_\_\_ | \_\_\_\_\_ | \_\_\_\_\_ | \_\_\_\_\_ |

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**ISSUES ARISING FROM CAREER ANCHORS**

 **What are your highest scores?**

 **How have you observed them at work during previous career choices?**

 **What are your lowest priorities?**

 **Which jobs have you most enjoyed?**

**Which Anchors contributed to your motivation?**

**Which jobs have you least enjoyed?**

**Which Anchors were you missing?**

**ISSUES ARISING FROM CAREER ANCHORS *Continued***

**What are your current aspirations?**

**How do they connect with your Career Anchor profile?**

**How can you make your current role fit your Career Anchor more closely?**