

CAREER ORIENTATIONS INVENTORY

The purpose of this questionnaire is to stimulate your thoughts about your own areas of competence, your motives and your values. This questionnaire alone will not reveal your career anchor because it is too easy to bias your answers. However, it will activate your thinking and be a part of your positioning.

Try to answer the questions as honestly as you can and work quickly. Avoid extreme ratings except in situations in which you clearly have strong feelings in one direction or the other.

HOW TO RATE THE ITEMS?

For each of the next forty items, rate how true that item is for you in general by assigning a number from 1 to 6. The higher the number, the more that item is true for you.

Example: If the item says "I dream of being the president of a company", you would rate that as follows:

1	if the statement is never true for you
2 or 3	if the statement is occasionally true for you
4 or 5	if the statement is often true for you
6	if the statement is always true for you

Please turn the page and begin your self-report by writing the appropriate rating in the blank to the left of each item.

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 than 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 to be put into a job that would compromise my ability to pursue personal and family concerns. _____
9. I will feel successful in my career only if I can develop my technical or functional skills to a very high level of competence. _____
10. I dream of being in charge of a complex organisation and making decisions that affect many people. _____
11. I am most fulfilled in my work when I am completely free to define my own tasks, schedules and procedures. _____
12. I would rather leave my organisation altogether than accept an assignment that would jeopardise my security in that organisation. _____
13. Building my own business is more important to me than achieving a high-level managerial position in someone else's organisation. _____
14. I am most fulfilled in my career when I have been able to use my talents in the service of others. _____
15. I will feel successful in my career only if I face and overcome very difficult challenges. _____

16. I dream of a career that will permit me to integrate my personal, family and work needs. _____
17. Becoming a senior functional manager in my area of expertise is more attractive to me than becoming a general manager. _____
18. I will feel successful in my career only if I become a general manager in some organisation. _____
19. I will feel successful in my career only if I achieve complete autonomy and freedom. _____
20. I seek jobs in organisations that will give me a sense of security and stability. _____
21. 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. _____
22. 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. _____
23. I have been most fulfilled in my career when I have solved seemingly unsolvable problems or won out over seemingly impossible odds. _____
24. I feel successful in life only if I have been able to balance my personal, family and career requirements. _____
25. I would rather leave my organisation than accept a rotational assignment that would take me out of my area of expertise. _____
26. Becoming a general manager is more attractive to me than becoming a senior functional manager in my current area of expertise. _____
27. The chance to do a job my own way, free of rules and constraints, is more important to me than security. _____
28. I am most fulfilled in my work when I feel that I have complete financial and employment security. _____
29. 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. _____
30. I dream of having a career that makes a real contribution to humanity and society. _____

31. I seek out work opportunities that strongly challenge my problem solving and/or competitive skills. _____
32. Balancing the demands of personal and professional life is more important to me than achieving a high-level managerial position. _____
33. I am most fulfilled in my work when I have been able to use my special skills and talents. _____
34. I would rather leave my organisation than accept a job that would take me away from the general managerial track. _____
35. I would rather leave my organisation than accept a job that would reduce my autonomy and freedom. _____
36. I dream of having a career that will allow me to feel a sense of security and stability. _____
37. I dream of starting up and building my own business. _____
38. I would rather leave my organisation than accept an assignment that would undermine my ability to be of service to others. _____
39. Working on problems that are almost unsolvable is more important to me than achieving a high-level managerial position. _____
40. I have always sought out work opportunities that would minimise interference with personal or family concerns. _____

SCORING OF THE QUESTIONNAIRE

1. Lock over your answers and locate all of the items that you rated highest.
2. Pick out the three (3) items that seem most true for you!
3. Give each of those items an additional four (4) points!
4. In the next section you will find blank spaces for each of the forty items, arranged in order so that you can easily transfer the numbers from your rating sheets onto the scoring sheet.
5. After you have transferred all of the numbers, add up the columns and divide by five (5) to get your average score for each of the eight career anchor dimensions.

Do not forget to add the extra four points for each of your three key items before you total and average your scores.

Date: _____ Name: _____

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	
sum															
average															