**Schein’s Career Orientations Inventory**

**Please indicate to what extent you agree or disagree with each of the following statements. Enter your score next to each item:**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **Strongly Agree** | **Somewhat Agree** | | **Neither Agree nor Disagree** | **Somewhat Disagree** | | **Strongly Disagree** |
| **7** | **6** | **5** | **4** | **3** | **2** | **1** |

|  |  |
| --- | --- |
| 1. I dream of being so good at what I do that my expert advice will 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 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 up 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 organization 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 managing a complex organization 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 organization altogether than accept assignment that would jeopardize my security in that organization. |  |
| 13. Building my own business is more important to me than achieving a high level managerial position in someone else's organization. |  |
| 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 organization. |  |
| 19. I will feel successful in my career only if I achieve complete autonomy and freedom. |  |
| 20. I seek jobs in organizations 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 organization 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 the 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 them achieving 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 organization than accept a job that would take me away from the general managerial track. |  |
| 35. I would rather leave my organization than accept a job to 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 organization 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 minimize interference with personal or family concerns. |  |

Add your scores as follows (for example, for factor Autonomy add your scores on items 3+11+19+27+35)

* Autonomy – 3, 11, 19, 27, 35 =\_\_\_\_\_\_\_\_\_\_\_
* Security – 4, 12, 20, 28, 36 = \_\_\_\_\_\_\_\_\_\_\_
* Technical-Functional - 1, 9, 17, 25, 33 =\_\_\_\_\_\_\_\_\_\_\_\_
* General Managerial Competence - 2, 10, 18, 26, 34=\_\_\_\_\_\_\_\_\_\_
* Entrepreneurial Creativity – 5, 13, 21, 29, 37=\_\_\_\_\_\_\_\_\_\_\_
* Service/Dedication to a Cause – 6, 14, 22, 30, 38=\_\_\_\_\_\_\_\_\_
* Pure Challenge - 7, 15, 23, 31, 39=\_\_\_\_\_\_\_\_\_\_\_
* Lifestyle – 8, 16, 24, 32,40=\_\_\_\_\_\_\_\_\_\_\_

You will obtain a score for each orientation. Your highest score is your dominant orientation. In case you have two or more equally high scores, read the definition of each of those orientations and decide which is more relevant to you.