

# **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 prepare you for the discussion with your partner.

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. For 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.



## CAREER ORIENTATIONS INVENTORY

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 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 organization than to be put into a job that would compromise my ability to pursue personal and family concerns.

Never True for Me		Occasionally True for Me		Often True for Me		Always True for Me
1		2		3		4
						5
						6
_____						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 organization and making decisions that affect many people.
_____						11. I am most fulfilled in my work when I my completely free to define my own tasks, schedules, and procedures.
_____						12. I would rather leave my organization altogether than accept an 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.

Never True for Me		Occasionally True for Me		Often True for Me		Always True for Me
1	2	3	4	5	6	
_____						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 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.

Never True for Me		Occasionally True for Me		Often True for Me		Always True for Me				
1		2		3		4		5		6
_____										
								</		

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

\_\_\_\_\_ 40. I have always sought out work opportunities that would minimize 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, but the scales will not have a real meaning for you until you have read the text in the next sections.