Use the following scale to define the degree of truthfulness of each of the following 40 phrases

and write the number you agree with in the space in front of each statement:

- 1 = Never true

- 2 = Very rarely true

- 3 = Rarely true

- 4 = Frequently true

- 5 = Very often true

- 6 = Always true

No. Question

1. I would like to be so good at what I do that people continually ask me for advice and suggestions.
2. I am more satisfied with my work when I am able to integrate and manage the efforts of others.
3. I would like to have a career that allows me to be autonomous and decide on deadlines.
4. Security and stability are more important to me than freedom and autonomy.
5. I am always looking for ideas that will allow me to have my own business.
6. I consider that I am successful in my career only if I have the feeling that I have contributed to the common good.
7. I would like a career in which I can solve problems or win in very challenging situations.
8. I would rather leave my company than take a position that would compromise my attention to my family and personal life.
9. For me, success is about developing my technical or functional skills until I become an expert.
10. I would like to be in charge of a complex organization and make decisions that affect many people.
11. I am most satisfied when I have full freedom to define my own activities, deadlines and procedures.
12. I would rather leave my company than take on a project that would affect my security within the organization.
13. Creating my own business is more important than achieving a high-level management position in another organization.
14. I am more satisfied with my career when I am able to put my talents to work for others.
15. I am successful in my career only if I face and overcome great challenges and challenges.
16. I would like a career that allows me to integrate my personal, family and professional needs.
17. I am more attracted to becoming a senior manager within my functional area than to becoming a CEO
18. I am successful in my career only if I become a CEO of a company.
19. I am successful in my career only if I achieve full autonomy and freedom.
20. I look for work within organizations that provide me with security and stability.
21. I am most satisfied with my career when I have created something that is the result of my own ideas and efforts.
22. It is more important to me to use my skills to create a world where people live and work better than to have a high-level management position.
23. I have been most satisfied in my career when I have solved seemingly unsolvable problems or have won when it seemed impossible to do so.
24. I am satisfied with my life only when I am able to achieve a balance between the demands of my personal, family and professional life.
25. I would rather leave my company than accept a project that would force me to leave my area of expertise.
26. I am more attracted to becoming a general manager than a senior manager in my area of expertise.
27. The opportunity to do a job according to my own criteria, without rules and limitations is more important to me than security.
28. I am most satisfied with my job when I feel that I have achieved financial and professional security.
29. I consider that I am successful in my career only if I succeed in creating or building something that is entirely my own product or idea.
30. I would like to have a career that makes a great contribution to humanity and society.
31. I seek work opportunities that test my ability to solve problems or to compete.
32. Finding a balance between the demands of my personal and professional life is more important than achieving a high-level management position.
33. I am most satisfied with my job when I have the opportunity to use my skills and talents.
34. I would rather leave my company than accept a position that takes me off the path to general management.
35. I would prefer to leave my company rather than accept a position that limits my autonomy and freedom.
36. I would like to have a career that allows me to feel a certain level of security and stability.
37. I would like to create and build my own business
38. I would rather leave my company than accept a project that would imitate my ability to help others
39. Working with seemingly unsolvable problems is more important than achieving a high-level management position.
40. I have always looked for career opportunities that do not interfere too much with my personal and family concerns.

Career anchors:

1. Technical/Functional - Questions 1-9-17-25-33 2.

2. General Management - Questions 2-10-18-26-34

3. Autonomy/Independence - Questions 3-11-19-27-35

4. Security/Stability - Questions 4-12-20-28-36

5. Entrepreneurial Creativity - Questions 5-13-21-29-37

6. Service/Dedication - Questions 6-14-22-30-38

7. Pure challenge - Questions 7-15-23-31-39

8. Lifestyle - Questions 8-16-24-32-32-40