

- **Career Orientation Anchors:** Internal drivers such as Independence, Stability, and Creative Freedom are used to understand what kind of work roles or learning environments a student might thrive in. Students use reflection tools to map these preferences to academic streams and longer-term career pathways.
- **From Insight to Action:** Once priorities are clear, Auro Career offers personalized planning tools—stream selection guides, project templates, and real-world exposure roadmaps—ensuring students can translate their values into confident, well-informed decisions about both education and career.

2. Expanding Core Motivation Theories for PAM

Although classic value and career-anchor approaches offer deep insights for adults, they fall short when applied directly to students choosing subjects and building early career paths. We've extended their core ideas to meet the specific needs of learners:

Adapting Universal Values to the Classroom

- **Originally Geared Toward All Ages:** The traditional values map explains motivations across life stages, but young learners need emphasis on academic fit and preferred learning environments.
- **Abstract vs. Academic Relevance:** Concepts like power or hedonism often feel distant to students; we refocus each value around school subjects, project themes, and everyday study choices.

Customizing Career Drivers for Student Exploration

- **Adult-Focused Origins:** Career anchors were created for professionals weighing job satisfaction and organizational roles—not for teens exploring subject streams.
- **Reframing for Education:** Anchors such as managerial competence or lifestyle security become actionable “educational orientations” like seeking hands-on labs or preferring structured coursework.