



Career Anchors Self-Assessment

For each of the forty items that follow, rate how true that statement is for you.

Rate it as 1 if it is *never* true for you

Rate it as 2 if it *seldom* true for you

Rate it as 3 if it is *often* true for you

Rate it as 4 if it is *always* true for you

Note: This is not a standardized test. The items are designed to help you think about what you want out of your career, what your desired areas of competence are, and what most satisfies you. You are not being scored by someone else, and your scores are not being compared to those of others. You are trying to figure yourself out, so try to be as honest with yourself as possible. On page 7 you will find a scoring sheet. You can transfer your self-rating for each item directly onto the scoring sheet.

	Never	Seldom	Often	Always
	1	2	3	4
_____	1.	I want to be so good at what I do that others will seek my expert advice.		
_____	2.	I am most fulfilled in my work when I have been able to integrate the efforts of others toward a common task.		
_____	3.	I dream of having a career that will allow me the freedom to do a job in my own way and on my own schedule.		
_____	4.	I am always on the lookout for ideas that would permit me to start my own enterprise.		
_____	5.	Security and stability are more important to me than freedom and autonomy.		
_____	6.	I would rather leave my organization than be put into a job that would compromise my ability to pursue personal and family concerns.		
_____	7.	I will feel successful in my career only if I have a feeling of having made a real contribution to the welfare of society.		
_____	8.	I dream of a career in which I will always be challenged by ever more difficult problems.		
_____	9.	I will feel successful in my career only if I can develop my skills to an ever-increasing level of competence.		
_____	10.	I dream of being in charge of a whole organization.		
_____	11.	I am most fulfilled in my work when I am completely free to define my own tasks, schedules, and procedures.		
_____	12.	I would not stay in an organization that would give me assignments that would jeopardize my job security.		
_____	13.	Building a business of my own is more important to me than being a high-level manager in someone else's organization.		
_____	14.	I have felt 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 have met and overcome increasingly difficult challenges.		
_____	16.	I dream of a career that will permit me to integrate my personal, family, and work needs.		

- | | Never | Seldom | Often | Always |
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| | 1 | 2 | 3 | 4 |
| _____ 32. | | | | |
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| _____ 33. | | | | |
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| _____ 34. | | | | |
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| _____ 35. | | | | |
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| _____ 36. | | | | |
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| _____ 37. | | | | |
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| _____ 38. | | | | |
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| _____ 39. | | | | |
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| _____ 40. | | | | |
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Now please go back over all of the items and locate the five that are most clearly descriptive of how you feel. Circle those items and give each of those items an additional five points on the scoring sheet that follows.