

Career Orientations Assessment

Basic talents, values, and motives have an impact when decisions are made about careers. The following survey is designed to help you understand your career orientation. You can't fail this test; there are no right or wrong answers.

Each item contains two statements. Choose the one you feel most accurately describes you or is more true of you. You must choose one of the statements, even though you may not like either or you may like both of them. Do not skip any pair of statements or circle both alternatives in one set. Circle the letter corresponding to the one sentence you select as the most reflective of you. Do not spend a lot of time weighing your answers.

Circle one letter in each pair.

1. I like to organize myself and others to win. V
I like to do my own thing in an organization. X

2. Work must be balanced by time for leisure Y
and the development of significant relationships. V
Personal needs must be subordinated for me to get ahead.

3. I would like to work in an organization that rewards W
hard work, loyalty, and dedication. X
I like setting my own goals and accomplishing them
At my own pace and in my own way.

4. I am aggressive and have good analytical and people skills. V
I am able to keep a good perspective between the needs of Y
My work and the needs of my family.

5. I want to work independently. X
I like being a company person. W

1. I enjoy working as a consultant or "trouble shooter" Z
And getting turned on by an exciting project. V
I enjoy working in a situation where I am the leader
And am responsible for achieving certain objectives.

7. My spouse/partner is as important to me as my career. Y
My spouse/partner takes a back seat to my work when Z
I am in the middle of a very exciting project.

8. The most important thin to me is: X
Freedom Y
Maintaining work/life perspective.

- | | |
|---|---|
| 9. I am competent, loyal, trustworthy, and hard working. | W |
| I am politically skillful, a good leader, and a good Administrator. | V |

I can be described as:

- | | |
|--|---|
| 10. Self-reliant. | X |
| Balanced. | Y |
| 11. One who gets “turned on” by exciting projects. | Z |
| One who likes to be his/her own boss. | X |
| 12. In equilibrium but divided. | Y |
| Adventurous and competitive. | Z |
| 13. Self-reliant, self-sufficient. | X |
| Imaginative, enthused. | Z |
| 14. Stable and tenacious. | W |
| Independent and self-directed. | X |
| 15. One who plans and organizes extremely well. | V |
| One who analyzes situations and develops creative, New solutions. | Z |
| 16. An expert in my field. | Z |
| A solid citizen. | W |
| 17. Able to modify my own goals to accommodate to Organizational goals and leaders. | W |
| Intent on finding a way to make the organization’s Goals and my own “personal” goals converge. | Y |

A personal goal is to:

- | | |
|---|---|
| 18. Control my own destiny. | X |
| Not let my work interfere with the needs of my Personal life. | Y |

It is important to:

- | | |
|--|---|
| 19. Have a job where there is security and a sense of Belonging. | W |
| Be able to devote time to family and other personal Activities. | Y |

I prefer:

20. A career with potential for promotions. V
The opportunity to tackle challenging problems/tasks. Z
21. I like being the center of influence. V
I value long-term employment, acceptance, and
Being valued by the organization. W
22. I view knowing the right people and making the
Right friends as important to career advancement. V
I view being able to develop my career along my
Own areas of interest as the critical factor. X
23. The bottom line for me is gaining a sense of balance
Between work and private life. Y
The bottom line for me is stability, appreciation, and
Having a secure place in the organization. W
24. I would like a position with maximum self-control
And autonomy. X
I would like to be in the inner circle. V
25. The bottom line for me is stability, appreciation,
And a secure place in the organization. W
The bottom line for me is advancing up the organization. V
26. I view financial success and increased power and
Prestige as important measures of career success. V
I view success in my career as having equal time for
Work, family, and self development. Y

I would rather:

27. Excel in my field. Z
Be considered dependable and loyal. W

I prefer:

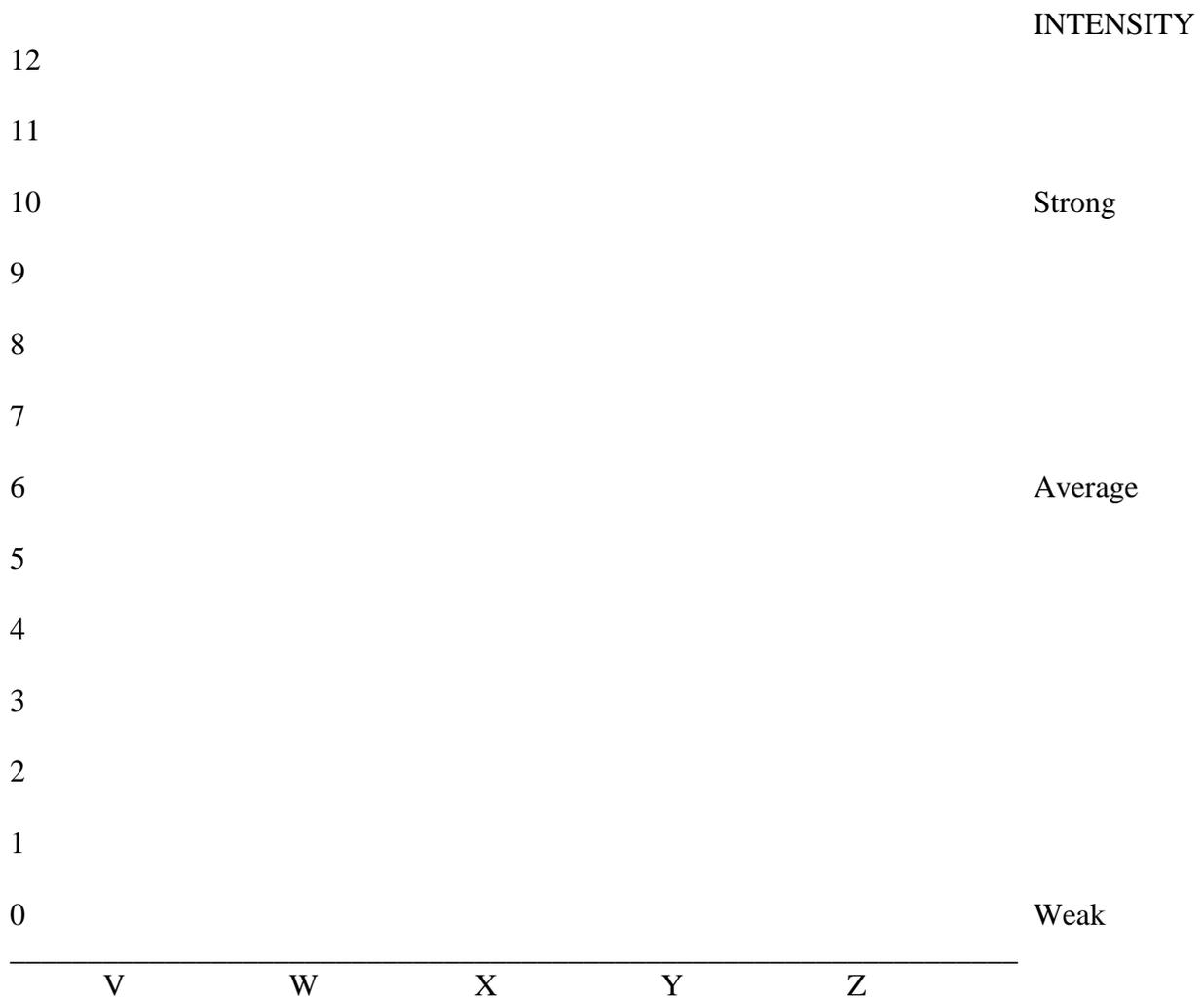
28. Working with a team on a long term and steady basis. W
Working with a task force or project group on a
Fast paced and short term basis. Z
29. Professional development and continued training
Are important for their own sake. Z
Professional development is important as a means
To the end of becoming an expert and gaining more
Flexibility and independence. X

SCORING

Once you have completed the questionnaire, go back through it and add up the number of times you circled the letter "V". Then do the same with each of the other letters, writing the number in the space provided below. If you have completed the test accurately up to this point, the grand total will be 30 ($V + W + X + Y + Z = 30$).

Score: V= W= X= Y= Z=

Finally, plot your score.



Descriptions of Orientations

from
Brooklyn Derr
Managing the New Careerist

V=Getting Ahead. This upwardly mobile career orientation is usually associated with advancing up a hierarchy of positions or a status system. More influence, prestige, and financial remuneration are usually bestowed with each upward move. Individuals pursuing such a strategy are most often found in large organizations or professional associations. Many executives and status-conscious professionals follow this career orientation.

W=Getting Secure. Some persons are driven by the need for job security, organizational identity, and the desire for a sense of order. In return for loyal, dedicated hard-working service, they seek long-term employment, benefits, recognition, and appreciation from the employer. In the best situations, mutual respect, reciprocity, and loyalty characterize the relationship. These people often seek steady promotions and advances as a symbol of their value and worth. Many who pursue careers in large and secure organizations are pursuing this internal career orientation.

X=Getting Free. Instead of moving upward in career direction, the careerist following this strategy seeks to move out towards the margin. The emphasis is on gaining personal autonomy, “space,” loose supervision, and responsibility for outcomes rather than being bound by another’s process, norms, and rules. Individuals are willing to work very hard, often as professionals or small businesspersons, for conditions assuring more independence and self-control. Interesting and exciting work is important and usually accompanies such an orientation, but individual freedom is the ultimate objective.

Y=Getting Balanced. Some people seek to balance their work, relationships, and self-development lives. For these individuals, work is just one important dimension of a total life-style orientation, even though such careerists may emphasize different dimensions at different seasons and given different pressures. Like the getting-free strategy, this career orientation requires considerable flexibility. Unlike getting-free, it seeks balance and these careerists try to separate themselves from their work. Many talented two-career couples, geographically bound persons, and personal growth-oriented individuals fall into this category.

Z=Getting High. Some careerists are driven by the need for excitement, challenge, and the engaging process of work. In such a career one seeks to move, often laterally, to the centers of action, adventure, and creativity. The organizational setting may be large or small but bureaucracy tends to be a constraint. These craft persons, technicians, entrepreneurs, and artists, like those opting for a getting-ahead and getting-free orientation, find it difficult to separate themselves from their work. While autonomy may be an important component of getting high, the bottom line is exciting work.