

## **Anchoring your career with your values. Schein's career anchors.**

Edger Schein came up with a list of motivations that anchored people in their careers. Try reading through this summary and answering the questions at the end. Feel free to call me for a short free consultation about your findings.

### **Technical / Functional:**

Are you motivated by being really good at something? Do you thrive on skills improvement and enjoy challenging environments? Do you like to be able to use your expertise?

Do you secretly like to be able to showcase your talents, teach or mentor others?

**Your Score:**

### **General Managerial:**

Do you view specialization as limiting? Rather than being the expert would you want to have experts working for you? Do you enjoy delegating, training, problem solving, directing and dealing with people. Are you analytical and have well developed interpersonal skills?

General Managerial types can be found across all industries and organizational types and the keys to their motivation are leadership, responsibility and collaboration.

**Your score:**

### **Autonomy/Independence:**

Do you prefer to work in environments where you can make your own rules, set your own standards, and work independently of others? Do you want to control the work you do from start to finish? Do you want to be recognized for what you have accomplished?

People with an anchor in Autonomy/Independence are best suited for positions where they are given a set of expectations and then left to accomplish them. Good career choices include consulting and contract or project work.

**Your score**

### **Security/Stability:**

Are you a risk avoider? Do you prefer calm, stable, predictable environments and are satisfied when you perform your job competently. Do you like to work in highly structured organizations where the rules and expectations are clear? Do you see the merit in staying with the same employer until you retire?

Security/Stability seekers are often found in large, centralized companies and in government organizations. The type of work they do may be less important than what the job offers in terms of pay, benefits and a stable organizational culture.

Call or e-mail ann to arrange for a short free consultation  
Tel: 01837 83511 e-Mail [ann@changebychoice.co.uk](mailto:ann@changebychoice.co.uk)

## Your score

### **Entrepreneurial Creativity:**

Do you like to be able to show inventiveness, creativeness, and energy?. Do you express your creativity by starting new businesses (entrepreneurs) or spearheading new projects and new directions for the organization you work for? Do you value ownership and, unlike those with Autonomy/Independence preferences, do you enjoy working with others and gathering the talent you need to see your dream or creation through to fruition.

Many of the people who prefer Entrepreneurial Creativity are business owners and wealth is often a measure of success for them. The work environment for people with this anchor must be dynamic, as they get bored very easily. These people get restless if they are not creating something.

## Your Score

### **Service/Dedication to a Cause:**

This anchor is characterized by the desire to serve others. Are you motivated by work that reflects your core values even if that work does not relate directly to your talents? Do you put the purpose of your work ahead of the work itself? To what extent do you view your work as an extension of who you are and what you stand for.

These people can be found in the helping professions and in not-for-profit organizations. The public service sector is attractive as are helping professions within organizations

## Your Score

### **Pure Challenge:**

Do you thrive on problem solving and meeting challenges. Are you competitive and view obstacles as opportunities to test yourself and see how well you perform?

"Entrepreneurial Creativity" types get bored easily, but "Pure Challenge" people must have constant change in order to stay motivated. These people will invariably have more than one career in their lifetime and often change jobs frequently.

## Your Score

### **Lifestyle:**

Do you think that work is but one portion of your life?

Is the ability to balance work, family and leisure critically important? Have you ever chosen a position that enables you to achieve this balance? Have you ever turned down opportunities that will get in the way of other parts of your life? Do you work to live?

- 1. To what extent (in the form of a score out of ten) does each anchor reflect your motivation?**
- 2. Has there ever been a time when they have been different?**

[www.changebychoice.co.uk](http://www.changebychoice.co.uk)

Call or e-mail ann to arrange for a short free consultation  
Tel: 01837 83511 e-Mail [ann@changebychoice.co.uk](mailto:ann@changebychoice.co.uk)