

Leader Toolkit

Understand your career anchors



We are **INSPIRATIONAL** leaders.

We inspire each other to be brave and bold. We invest in people to learn and grow.

Why use this tool

Career anchors¹ define a person's preference for one type of work over another. Once you have determined your preferred theme, you can identify the types of positions that give you the greatest satisfaction, and plan your career accordingly.

Use this tool

- to understand your career preferences.
- to consider whether your career choice lines up with your career preferences.

When to use this tool

Use this tool before

- Applying for a new position
- Having a serious career conversation

How to use this tool

1. Read the statement carefully and rate how much the statement sounds like you.

Score out of 5, where 0 is **Not at all like you** and 5 is **Very like you**.

2. Then think about how **important** these characteristics are for the career goal you have in mind.

Score out of 5, where 0 is **Not important** and 5 is **Very important**

3. Compare your assessment of what sounds like you with the characteristics required by the desired career goal – **do they line up or not?**

- If what sounds like you **is** well represented in the career goal you are considering, you are moving in the right direction.
- If what sounds like you is **not well** represented in the role you are considering, this career direction may not work for you and you might like to think again.

Tips

- Get some **objective input** about yourself and the preferences you display – what others see may be different to what you think about yourself!
- You may also need **some help** to get a real understanding of characteristics required for a job you don't currently do.

¹ Edgar Schein's theory is that everyone has a "dominant career anchor" and that by identifying your particular career anchor, you can determine the careers and roles that will provide the most job satisfaction.

Understand your career anchors



Determine your career anchor/s and see how they align to the role you are considering

Schein Career Anchor	Description of people to whom this applies as a career anchor	How much does this sound like you?	How IMPORTANT is this characteristic for the career goal you are thinking about?
		A lot or a little	A lot or a little
Technical/functional competence	<p>This kind of person likes being good at something and will work to become a guru or expert.</p> <p>They like to be challenged and then use their skills to meet the challenge, doing the job properly and better than almost anyone else.</p>		
Managerial competence	<p>These people want to be managers. They thrive on responsibility.</p> <p>They like problem-solving and dealing with other people.</p> <p>To be successful, they want to be able demonstrate their emotional competence to deal with higher levels of responsibility.</p>		
Autonomy/independence	<p>These people have a primary need to work under their own rules and 'steam'.</p> <p>They avoid standards and prefer to work alone.</p>		
Security/stability	<p>These people seek stability and continuity as a primary factor of their lives.</p> <p>They avoid risk and generally their main concern is to achieve a sense of having stabilised their career.</p>		
Entrepreneurial creativity	<p>These people like to invent things, be creative and most of all to run their own businesses. They differ from those who seek autonomy in that they will share the workload.</p> <p>They find ownership very important.</p> <p>They get easily bored. Wealth, for them, is a sign of success.</p>		



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Service/ dedication to a cause	<p>Service-orientated people are driven more by how they can help other people than by using their talents.</p> <p>They may work in public services or in areas such as human resources.</p>		
Pure challenge	<p>People driven by challenge seek constant stimulation and difficult problems that they can tackle.</p> <p>Such people will change jobs when the current one gets boring, and their career can be varied.</p>		
Lifestyle	<p>Those who are focused first on lifestyle look at their whole pattern of living.</p> <p>Rather than balance work and life, they are more likely to integrate the two.</p> <p>They may even take long periods of time off work in which to indulge in passions such as travelling.</p>		

