

Career Orientations Inventory

#	Question	Never true for me	Occasionally true for me	Occasionally true for me	Often true for me	Often true for me	Always true for me	Pick out the three items that seem most true for you.
1	I dream of being so good at what I do that my expert advice will be sought continually.							
2	I am most fulfilled in my work when I have been able to integrate and manage the efforts of others.							
3	I dream of having career that will allow me the freedom to do a job my own way and on my own schedule.							
4	Security and stability are more important to me than freedom and autonomy.							
5	I am always on the lookout for ideas that would permit me to start my own enterprise.							
6	I will feel successful in my career only if I have a feeling of having made a real contribution to the welfare of society.							
7	I dream of a career in which I can solve problems or win out in situations that are extremely challenging.							
8	I would rather leave my organization than to be put in a job that would compromise my ability to pursue personal and family concerns.							
9	I will feel successful in my career only if I can develop technical or functional skills to a very high level competence.							
10	I dream of being in charge of a complex organization and making decisions that affect many people.							
11	I am most fulfilled in my work when I am completely free to define my own tasks, schedules and procedures.							
12	I would rather leave my organization altogether than accept an assignment that would jeopardize my security in that organization.							
13	Building my own business is more important to me than achieving a high-level managerial position in someone else's organization.							
14	I am 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 face and overcome very difficult challenges.							
16	I dream of a career that will permit me to integrate my personal, family, and work needs.							
17	Becoming a senior functional manager in my area of expertise is more attractive to me than becoming a general manager.							
18	I will feel successful in my career only if I become a general manager in some organization.							
19	I will feel successful in my career only if I achieve complete autonomy and freedom.							
20	I seek jobs in organizations that will give me a sense of security and stability.							

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21	I am most fulfilled in my career when I have been able to build something that is entirely the result of my own ideas and efforts.							
22	Using my skills to make the world a better place to live and work is more important to me than achieving a high-level managerial position..							
23	I have been most fulfilled in my career when I have solved seemingly unsolvable problems or won out over seemingly impossible odds.							
24	I feel successful in life only if I have been able to balance my personal, family, and career requirements.							
25	I would rather leave my organization than accept a rotational assignments that would take me out of my area of expertise.							
26	Becoming a general manager is more attractive to me than becoming a senior functional manager in my current area of expertise.							
27	The chance to do a job my own way, free of rules and constraints, is more important to me than security.							
28	I am most fulfilled in my work when I feel that I have complete financial and employment security.							
29	I will feel successful in my career only if I succeed in creating or building something that is entirely my own product or idea.							
30	I dream of having a career that makes a real contribution to humanity and society.							
31	I seek out work opportunities that strongly challenge my problem solving and/or competitive skills.							
32	Balancing the demands of personal and professional life is more important to me than achieving a high-level managerial position.							
33	I am most fulfilled in my work when I have been able to use my special skills and talents.							
34	I would rather leave my organization than accept a job that would take me away from the general managerial track.							
35	I would rather leave my organization than accept a job that would reduce my autonomy and freedom.							
36	I dream of having a career that will allow me to feel a sense of security and stability.							
37	I dream of starting up and building my own business.							
38	I would rather leave my organization than accept an assignment that would undermine my ability to be of service to others 3 / 7.							
39	Working on problems that are almost unsolvable is more important to me than achieving a high-level managerial position.							
40	I have always sought out work opportunities that minimize interference with personal or family concerns.							

Career Orientations Summary

Category	Technical / Functional Competence	General Managerial Competence	Autonomy / Independence	Security / Stability	Entrepreneurial Creativity	Service / Dedication to a Cause	Pure Challenge	Lifestyle
Question								
Bonus								
Sum								

