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| **Schein Career**  **Anchors** | | **How important is this career anchor to you?** | **How well is this reflected in your current role?** |
|  | **Read each description and then score its importance for**  **YOU and its relation to your current role** | **Score 1-10**  **(1 - not important / 10 - vital)** | |
| **Technical /**  **functional**  **competence** | This kind of person likes being good at something and will  work to become a guru or expert. They like to be challenged and then use their skills to meet the challenge, doing the job properly and better than almost anyone else. |  |  |
| **Managerial**  **competence** | These people want to be managers. They thrive on  responsibility. They like problem-solving and dealing with other people. To be successful, they want to be able demonstrate their emotional competence to deal with higher levels of responsibility. |  |  |
| **Autonomy/**  **independence** | These people have a primary need to work under their own rules and 'steam'. They avoid standards and prefer to work alone. |  |  |
| **Security/**  **stability** | These people seek stability and continuity as a primary factor of their lives. They avoid risk and generally their main concern is to achieve a sense of having stabilised their career. |  |  |
| **Entrepreneurial**  **creativity** | 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.  They find ownership very important. They get easily bored. Wealth, for them, is a sign of success. |  |  |
| **Service**  **dedication to a**  **cause** | Service-orientated people are driven more by how they can help other people than by using their talents.  They may work in public services or in areas such as human  resources. |  |  |
| **Pure challenge** | People driven by challenge seek constant stimulation and  difficult problems that they can tackle. Such people will change jobs when the current one gets boring, and their career can be varied. |  |  |
| **Lifestyle** | Those who are focused first on lifestyle look at their whole  pattern of living. Rather than balance work and life, they are more likely to integrate the two. They may even take long periods of time off work in which to indulge in passions such as travelling. |  |  |