



EDGAR H. SCHEIN CAREER ANCHORS

Profile for:

Date: May 5, 2010

Introduction

The purpose of the Career Anchors self-assessment is to help you to manage your career choices. A self-analysis of your career up to this point is essential if you are to make good choices as you look ahead. Why is this important? In many occupations and organizations, careers are either over-managed or not managed at all. You either have to conform to choices that others are making for you or you get the message that you had better manage your own career or you may not get anywhere.

There is overwhelming evidence that, in an increasing complex and global world, individuals have to become more self-reliant. But you cannot be more self-reliant if you do not have a clear concept of what you are good at, what you value, and what motivates you. This self-image of competence, motives, and values is your "career anchor." This report is designed to help you identify your career anchor and to think about how it relates to your career choices.

Your Anchor is:

TF : Technical/Functional Competence

Your Scores

TF : Technical/Functional Competence	26
AU : Autonomy/Independence	23
EC : Entrepreneurial Creativity	22
LS : Life Style	21
GM : General Managerial Competence	14
SV : Service/Dedication to a Cause	14
CH : Pure Challenge	12
SE : Security/Stability	6