

May 2025

# CAREER ANCHOR

Individual Report

John Doe

# INTRODUCTION

Thank you for completing the online Career Anchor Questionnaire.

The online questionnaire and this consequent report is aimed to help you make better career choices by providing you with a better understanding of your Career Anchors.

Career Anchors serve to define which of our needs have the highest priority, or which of the factors at work are more valuable to us and are held more closely. We might not be willing to give up on these factors since they represent who we really are.

The purpose of knowing your Career Anchors is to develop sufficient insight to be able to make appropriate career choices.

This report is divided into 2 sections:

## SECTION I

This section provides you with information on your top three Career Anchors.

## SECTION II

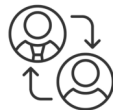
This section provides a description of all Career Anchor categories including your top three.

# MY CAREER ANCHORS

The following are your top three career anchors:



Managerial



Pure Challenge

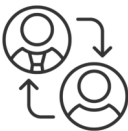


Technical/Functional



## Managerial

People with this Career Anchor are most motivated towards advancing higher in the organizational career ladder to have increasing responsibility for overall results and success of the organization by integrating the efforts of many others across functional and geographical boundaries. Since they like to view their own efforts and managerial capabilities to be increasingly responsible for the success of the organization, they prefer to move to general management positions over time, if not immediately.



## Pure Challenge

For a person with this Career Anchor, what matters is being challenged at the highest possible level. What motivates him or her is working on the most complex problems, winning against strong competition or achieving success against seemingly insurmountable odds. Success on the job is defined in terms of winning the contract or the sale, overcoming obstacles, setting records and so on, depending on the nature of the role. For people with this career anchor, challenge can become an end in itself and work which is too easy, predictable or routine may become boring.



## Technical/Functional

People with this Career Anchor are most motivated towards being very knowledgeable and competent in one field of specialization and to apply on the job their knowledge and skills in that particular field. Since the opportunity to apply the skills and knowledge in their field is the primary motivator for these people, they generally prefer to remain and grow within roles in their field of expertise rather than exploring other general management roles which may take them outside their field of expertise.

# DESCRIPTION OF ANCHORS

This section provides a description of all the Career Anchor categories:



## Autonomy/Independence

People with this Career Anchor are most motivated towards the opportunity to have greater independence in defining their own work area to free themselves from organizational rules and restrictions, in favour of roles in which one can decide when to work, on what to work, and how hard to work. In the Organizational set-up, people with this Career Anchor would prefer to gravitate towards specialist individual contributor roles providing greater autonomy eg. R & D Specialist or Business Finance Specialist and may pass on opportunities for promotion or change in order to retain their autonomy.



## Balance/Lifestyle Integration

People with this Career Anchor have a strong sense of their life as an integrated whole, and seek to achieve a balance between family commitments, career focus, extra-curricular interests and self-development etc. People with this Anchor often make career choices based on external factors such as careers of spouses or other family members, schooling of children or fit with their own hobbies or social networks. They often view personal success and fulfilment as a broader outcome than just career success.



## Entrepreneurial Creativity

People with this Career Anchor are most motivated by opportunities to create something from scratch (whether a new business, product or service). They are willingly taking risks, overcoming obstacles and achieving recognition and money through the success of their initiatives, often tolerating many failures in search for that one success. People with this Career Anchor typically end up starting new ventures or new business units within existing organizations, focusing on new products and services to meet their needs to be creative and to reap the benefits of their labours.



## Managerial

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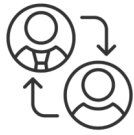


## Organizational Identity

People with this Career Anchor seek association with large/well-known organizations and their self-identity is strongly linked to the prestige and status of working for such organizations. Since this individual's self-identity is strongly linked to the prestige and reputation of his/her employer and he/she will tend to make career choices which either help solidify one's career in the current organization (if it is an employer with sufficient reputation), or provide an opportunity to eventually move to a role in a more high-profile organization.

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## Security/Stability

For people with this Career Anchor, one of the things that matters most is a sense of stability or permanence of career; knowing where the next pay cheque is coming from; assurance that the basics of life are taken care of; and knowing that you have your position for as long as you want it. People with this Career Anchor often become 'rooted' to their current organization or location and value the security of long-term employment, regular income and gradual career progression over rapid progression and new opportunities.



## Service/Dedication

For a person with this Career Anchor, one of the key motivators is dedicating one's work towards a certain cause or ideology or knowing that it will benefit people or the society. This can take the form of working in positions in which one directly serves a group of people as counselor, therapist etc., or in positions which allows one to focus on a cause such as the environment or public health.



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