

May 2025

CAREER ANCHOR

Individual Report

Sample Candidate

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



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.



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DESCRIPTION OF ANCHORS

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



Stability

This anchor is characterized by a strong desire for a secure, stable, and predictable work environment. Individuals with this anchor value long-term employment, job security, and a steady income. They prefer to work for established organizations with a clear career path and a stable financial future.



Security

This anchor is characterized by a strong desire for a safe, secure, and stable work environment. Individuals with this anchor value long-term employment, job security, and a steady income. They prefer to work for established organizations with a clear career path and a stable financial future.



Helping Others

This anchor is characterized by a strong desire to help, teach, or mentor others. Individuals with this anchor value work environments where they can make a positive impact on the lives of others. They are often found in roles such as teachers, counselors, and social workers.



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Autonomy

This anchor is characterized by a strong desire for independence and control over their work. Individuals with this anchor value work environments where they can work on their own terms, set their own schedule, and make their own decisions. They are often found in roles such as freelancers, consultants, and entrepreneurs.



Technical/Functional

This anchor is characterized by a strong desire to work in a field that allows them to use their specialized skills and knowledge. Individuals with this anchor value work environments where they can continue to learn and grow in their field. They are often found in roles such as engineers, scientists, and artists.

DESCRIPTION OF ANCHORS

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



Category 1

This category represents individuals who are motivated by the opportunity to use their natural abilities and talents to solve problems and create new ideas. They are often found in roles that require creative thinking and innovation.



Category 2

This category represents individuals who are motivated by the opportunity to work in a structured environment where they can follow a clear path and achieve a sense of accomplishment. They are often found in roles that require attention to detail and organization.



Category 3

This category represents individuals who are motivated by the opportunity to work in a challenging environment where they can learn and grow. They are often found in roles that require continuous learning and development.



Category 4

This category represents individuals who are motivated by the opportunity to work in a team environment where they can contribute to the success of the group. They are often found in roles that require collaboration and communication.

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