

# CAREER ORIENTATION INDEX

Please indicate the extent to which the following statements are true for you, using the following response scale. Write the number for your response in the space next to each statement

<b>1 = To little or no extent</b>	<b>4 = To a considerable extent</b>
<b>2 = To a limited extent</b>	<b>5 = To a great extent</b>
<b>3 = To some extent</b>	

- \_\_\_\_\_ 1. I try to shape my career to maximize freedom and autonomy. .
- \_\_\_\_\_ 2. Finding time for me is important to my overall quality of life.
- \_\_\_\_\_ 3. My career decisions are made in terms of how they will affect my family.
- \_\_\_\_\_ 4. I am in charge of my own career.
- \_\_\_\_\_ 5. If my current work does not support my values, I'll try to change it.
- \_\_\_\_\_ 6. It is important to me to have a job that allows me the flexibility to be involved in my community.
- \_\_\_\_\_ 7. I navigate my own career based on my personal priorities, as opposed to my employer's priorities.
- \_\_\_\_\_ 8. Having a good fit between my work life and my home life is an important aspect of career success to me.
- \_\_\_\_\_ 9. My career plans are centered on my present organization.
- \_\_\_\_\_ 10. Making time to contribute to the well being of my community is a priority for me.
- \_\_\_\_\_ 11. Continuous personal development is more important to me than external career rewards such as promotions and income.
- \_\_\_\_\_ 12. My sense of self, or identity, is focused primarily on my career.
- \_\_\_\_\_ 13. It is really important to me to consider my family's needs when making career plans.
- \_\_\_\_\_ 14. Achieving a high position is an important aspect of career success to me.
- \_\_\_\_\_ 15. Overall, I have a very independent, self-directed career.
- \_\_\_\_\_ 16. I would really not want to have a job that did not allow me time to volunteer in my community.

- \_\_\_\_\_ 17. I believe that I am most effective at work when I am more committed to my own goals than to the organization's goals.
- \_\_\_\_\_ 18. People who try to do things their own way as opposed to using prescribed procedures are not helpful to the organization's performance.
- \_\_\_\_\_ 19. Those who work with me are aware of my personal beliefs and principles based upon things I do or say.
- \_\_\_\_\_ 20. If I can't express my values through my work, it's OK, as long as I achieve promotion or financial success.
- \_\_\_\_\_ 21. My career plans are centered on my family's needs.
- \_\_\_\_\_ 22. When a decision comes up that pits life balance against career success, life balance is most important to me.
- \_\_\_\_\_ 23. When I make a decision about my career, I consider how well the new situation would fit with my personal beliefs and values.
- \_\_\_\_\_ 24. When I make a decision about my career, I consider how well the new situation would fit with my family priorities.
- \_\_\_\_\_ 25. In the past I have left a job, or strongly considered leaving a job, because it did not allow me to express myself in terms of what is most important to me in life.
- \_\_\_\_\_ 26. It's important that I find ways to express my own values at work, regardless of whether they match perfectly the organization's values.
- \_\_\_\_\_ 27. I value being of service to other people in the community where I live.
- \_\_\_\_\_ 28. Having time for my family is a driving force in my career decisions.
- \_\_\_\_\_ 29. When choosing between two career options, I tend to prefer the one that provides the best work/life balance.
- \_\_\_\_\_ 30. Expressing my values at work is just as important to me as it is to express them in other parts of my life.
- \_\_\_\_\_ 31. Advancement and promotion are very important to me.
- \_\_\_\_\_ 32. In order to feel successful in my career, I must have other outlets for expression of my personal interests and talents.
- \_\_\_\_\_ 33. Following my own path is more important than moving up my organization's career ladder.

\_\_\_\_\_ **Total Score**

## SCORING

Compute the total of the numbers for your responses to all of the questions. Enter this total next to "Total Score" above

On reverse side, tally answers to individual questions indicated. This will give you sense of what are the most important facets of your career / life index

### INTERPRETING YOUR AVERAGE SCORE

<b>A. &gt; 145:</b>	<b>Extremely Protean (top 2%)</b>
<b>B. 132-145</b>	<b>Highly Protean (top 15%)</b>
<b>C. 119-131</b>	<b>Moderately Protean</b>
<b>D. 106-118</b>	<b>Moderately Organizational</b>
<b>E. 93-105</b>	<b>Highly Organizational (top 15%)</b>
<b>F. &lt; 93</b>	<b>Extremely Organizational (top 2%)</b>

### HYPOTHESIZED LIFE AND CAREER FACETS:

**1. SELF-DIRECTION:**

$$1+4+7+12+15+33 = \underline{\quad} / 6 = \underline{\quad}$$

**2. ORGANIZATIONAL ORIENTATION:**

$$9+14+18+20+31 = \underline{\quad} / 5 = \underline{\quad}$$

**3. VALUES EXPRESSION:**

$$5+17+19+23+25+26+30 = \underline{\quad} / 7 = \underline{\quad}$$

**4. WHOLE LIFE BALANCE FOCUS:**

$$2+11+22+29+32 = \underline{\quad} / 5 = \underline{\quad}$$

**5. "FAMILY" FOCUS:**

$$3+8+13+21+24+28 = \underline{\quad} / 6 = \underline{\quad}$$

**6. COMMUNITY INVOLVEMENT:**

$$6+10+16+27 = \underline{\quad} / 4 = \underline{\quad}$$

**RANK ORDER OF CAREER / LIFE PRIORITIES**

**FACET**

**SCORE**

1. _____	_____
2. _____	_____
3. _____	_____
4. _____	_____
5. _____	_____
6. _____	_____

Developed by Douglas T. Hall, Jon Briscoe, Mary Dean Lee, and Ellen Ernst Kossek