



***Career
Archetypes
Self-Test***



Career Archetype Self-Test

Each of us has a unique way of approaching work, developed from our personal history of experiences, our personalities, and our image of ourselves. This questionnaire will focus on the many motivations we all have about work and put them in order so we can see more clearly what we want out of work and better plan our careers.

Please be as honest as you can when answering the questions. Often, more than one answer will appeal to you. Resist the temptation to check more than one answer and just pick the one that most represents who you are right now.

Some of your work motivations will change over time; some have already changed from the time of your first job. This questionnaire is about YOU RIGHT NOW.

The best way to describe work for me is:

1. A place to excel
2. A place to dig in and grow
3. A place to discover what I really want
4. A place to support myself so I can do what I want
5. A place to enjoy what I do and the others around me

What I most enjoy about work is:

1. The excitement
2. Finding out how things really work
3. The variety of tasks
4. The chance to do something important
5. Working with others

In five years I'll probably be:

1. Promoted to a position of greater responsibility
2. The person younger employees will come to to find out how to get things done
3. Not too sure. Probably somewhere else
4. In my own business
5. Working and taking care of the people who mean the most to me

Career Archetype Self-Test

If I were brutally honest, the most important thing about work for me is:

1. Success
2. Getting involved
3. Trying out my skills
4. Making money
5. Supporting a full and balanced lifestyle

My vision of personal success at work is:

1. Getting the recognition I deserve for my talent and energy
2. Having a reputation as an excellent worker
3. Letting me try new things
4. Becoming a real expert at what I like to do
5. Having a life

Work time is for:

1. Getting things done.
2. Planning and dealing with people
3. Learning and trying out new things
4. Producing the work
5. Doing the job until it's time for other things

If I had to choose one benefit from work, it would be:

1. Getting ahead
2. Belonging
3. Learning
4. Increasing my skills
5. Making a living



Career Archetype Self-Test

When I tell other people about my job I often speak of:

1. My own career plans
2. Where the company is going
3. My own career journey
4. What I do
5. The people I work with

The best boss is one that provides me with:

1. Opportunities
2. Time to talk
3. Feedback
4. Freedom
5. Flexibility

I feel good at work when

1. I finally finish a successful project
2. We all pull together as a team
3. I feel as if I've learned a new skill
4. I figured out the best way to get the job done
5. Work goes so smoothly that I can leave the workplace completely behind

I love working with people who are:

1. Motivated
2. Competent
3. Exciting
4. Innovative
5. Pleasant

Career Archetype Self-Test

If I had my pick of jobs, the one I choose would have to include:

1. A chance to move ahead quickly
2. A good position at a stable company
3. Travel
4. Working when I wanted to
5. More time off

A job posting could really excite me if it said:

1. "Quick route to the top"
2. "Join a place where everybody knows your name"
3. "Each day is totally different from the last"
4. "Experts needed—on your own terms"
5. "Make more than you make now and work from home as often as you'd like"

If I were fired I'd:

1. Get a better job
2. Feel like all my hard work was unappreciated
3. Move right on to another job
4. Not really care
5. Worry about supporting myself

Assuming pay and benefits were more than I needed, my next job would have to have:

1. A chance for me to accomplish something big
2. Interesting work, good people and a solid future
3. A manager who was interested in me as a person
4. Cutting edge work
5. The company's understanding that my personal life is important

Career Archetype Self-Test

Please add up your scores and write them below.

Answers to #1 _____

Answers to #2 _____

Answers to #3 _____

Answers to #4 _____

Answers to #5 _____

If the highest number of your answers was:

#1 You might be a Fast Tracker

#2 You might be a Company-Dedicated Careerist

#3 You might be an Experimenter

#4 You might be a Free Agent

#5 You might be a Balanced Careerist

