

## Human Resource Training and Individual Development

Career Anchors  
March 29, 2004

## Agenda for Today

- **Career anchors**
  - Description
  - Current trends
- **Your career anchors**
  - Comparing your data with graduate students and executives
- **Exercise**
- **How to use career anchors info**
- **Help for PDPs**

## Career Anchors

- **Self-perceived talents and abilities**
- **Basic values**
- **The evolved sense of motives and needs as they pertain to the careers**

• Source: Schein, *AME*, 1996

## Career Anchors

- **Technical/functional competence**
  - Intrinsic challenge/expertise in specialty
- **General managerial competence**
  - Get ahead, value responsibility, varied work
- **Autonomy/independence**
  - Masters of own ship, do your own thing
- **Security/stability**
  - Future is predictable and stable, job security

## Career Anchors

- **Entrepreneurial creativity**
  - Create new businesses, products, services
- **Service/dedication to a cause**
  - Central values you want to embody in work; desire to improve the world
- **Pure challenge**
  - Success is doing impossible, overcoming odds
- **Lifestyle**
  - Lifestyle more important than career

## Your Anchors

## Career Anchors Exercise

## How Do I Use Career Anchor Information?

- **Analyze your concentration/direction**
  - Does your intended focus fit your anchor(s)?
- **Analyze your prospective job**
  - Tell decision-makers who you are and what you want
- **Manage your career**