

# CAREER EXPECTATIONS QUESTIONNAIRE

## Completion Instructions

Your overall expectations for your future and what elements of work are most important to you can help you choose an appropriate career. Simply score the following statements from 1 to 4 alongside each preference. If you strongly disagree with a statement – score 1, and if you strongly agree score 4.

	Very Important	Some Importance	Slight importance	No importance
	4	3	2	1
1 Promotion	<input style="width: 20px; height: 20px; border: 1px solid black;" type="text"/> 4	<input style="width: 20px; height: 20px; border: 1px solid black;" type="text"/> 3	<input style="width: 20px; height: 20px; border: 1px solid black;" type="text"/> 2	<input style="width: 20px; height: 20px; border: 1px solid black;" type="text"/> 1
2 Control over how and when I work.	<input style="width: 20px; height: 20px; border: 1px solid black;" type="text"/> 4	<input style="width: 20px; height: 20px; border: 1px solid black;" type="text"/> 3	<input style="width: 20px; height: 20px; border: 1px solid black;" type="text"/> 2	<input style="width: 20px; height: 20px; border: 1px solid black;" type="text"/> 1
3 Being able to get a job done well through managing the efforts of others.	<input style="width: 20px; height: 20px; border: 1px solid black;" type="text"/> 4	<input style="width: 20px; height: 20px; border: 1px solid black;" type="text"/> 3	<input style="width: 20px; height: 20px; border: 1px solid black;" type="text"/> 2	<input style="width: 20px; height: 20px; border: 1px solid black;" type="text"/> 1
4 Enough leisure time to travel, relax and be myself.	<input style="width: 20px; height: 20px; border: 1px solid black;" type="text"/> 4	<input style="width: 20px; height: 20px; border: 1px solid black;" type="text"/> 3	<input style="width: 20px; height: 20px; border: 1px solid black;" type="text"/> 2	<input style="width: 20px; height: 20px; border: 1px solid black;" type="text"/> 1
5 Being able to contribute new ideas which will help build the future.	<input style="width: 20px; height: 20px; border: 1px solid black;" type="text"/> 4	<input style="width: 20px; height: 20px; border: 1px solid black;" type="text"/> 3	<input style="width: 20px; height: 20px; border: 1px solid black;" type="text"/> 2	<input style="width: 20px; height: 20px; border: 1px solid black;" type="text"/> 1
6 A balance between work and other areas of my life.	<input style="width: 20px; height: 20px; border: 1px solid black;" type="text"/> 4	<input style="width: 20px; height: 20px; border: 1px solid black;" type="text"/> 3	<input style="width: 20px; height: 20px; border: 1px solid black;" type="text"/> 2	<input style="width: 20px; height: 20px; border: 1px solid black;" type="text"/> 1
7 Leading a team on key organisational projects.	<input style="width: 20px; height: 20px; border: 1px solid black;" type="text"/> 4	<input style="width: 20px; height: 20px; border: 1px solid black;" type="text"/> 3	<input style="width: 20px; height: 20px; border: 1px solid black;" type="text"/> 2	<input style="width: 20px; height: 20px; border: 1px solid black;" type="text"/> 1
8 Opening up new business directions through initiating new ideas.	<input style="width: 20px; height: 20px; border: 1px solid black;" type="text"/> 4	<input style="width: 20px; height: 20px; border: 1px solid black;" type="text"/> 3	<input style="width: 20px; height: 20px; border: 1px solid black;" type="text"/> 2	<input style="width: 20px; height: 20px; border: 1px solid black;" type="text"/> 1
9 Being part of an Organisation	<input style="width: 20px; height: 20px; border: 1px solid black;" type="text"/> 4	<input style="width: 20px; height: 20px; border: 1px solid black;" type="text"/> 3	<input style="width: 20px; height: 20px; border: 1px solid black;" type="text"/> 2	<input style="width: 20px; height: 20px; border: 1px solid black;" type="text"/> 1

	Very Important	Some Importance	Slight importance	No importance
	4	3	2	1
10 Being given challenges which stretch me intellectually.	<input type="checkbox"/> 4	<input type="checkbox"/> 3	<input type="checkbox"/> 2	<input type="checkbox"/> 1
11 Being able to show that I have more to offer than my colleagues.	<input type="checkbox"/> 4	<input type="checkbox"/> 3	<input type="checkbox"/> 2	<input type="checkbox"/> 1
12 Being able to identify closely with an organisation.	<input type="checkbox"/> 4	<input type="checkbox"/> 3	<input type="checkbox"/> 2	<input type="checkbox"/> 1
13 To be recognised for my expertise.	<input type="checkbox"/> 4	<input type="checkbox"/> 3	<input type="checkbox"/> 2	<input type="checkbox"/> 1
14 Being able to get the most out of people in order to achieve the set goal.	<input type="checkbox"/> 4	<input type="checkbox"/> 3	<input type="checkbox"/> 2	<input type="checkbox"/> 1
15 Taking the risk of getting a new business venture off the ground.	<input type="checkbox"/> 4	<input type="checkbox"/> 3	<input type="checkbox"/> 2	<input type="checkbox"/> 1
16 Being able to put work in its place as an important, but not the only part of my life.	<input type="checkbox"/> 4	<input type="checkbox"/> 3	<input type="checkbox"/> 2	<input type="checkbox"/> 1
17 To have the status that comes with being part of a successful company.	<input type="checkbox"/> 4	<input type="checkbox"/> 3	<input type="checkbox"/> 2	<input type="checkbox"/> 1
18 To be involved in assignments which will take the organisation forward.	<input type="checkbox"/> 4	<input type="checkbox"/> 3	<input type="checkbox"/> 2	<input type="checkbox"/> 1
19 To be able to see that I am doing better than those I am in competition with.	<input type="checkbox"/> 4	<input type="checkbox"/> 3	<input type="checkbox"/> 2	<input type="checkbox"/> 1
20 Knowing that I am respected for the specialist skills that I bring.	<input type="checkbox"/> 4	<input type="checkbox"/> 3	<input type="checkbox"/> 2	<input type="checkbox"/> 1

	Very Important	Some Importance	Slight importance	No importance
	4	3	2	1
21 Being able to work when and where I want so long as I can deliver results.	<input type="checkbox"/> 4	<input type="checkbox"/> 3	<input type="checkbox"/> 2	<input type="checkbox"/> 1
22 Knowing every year that I have further developed my expertise.	<input type="checkbox"/> 4	<input type="checkbox"/> 3	<input type="checkbox"/> 2	<input type="checkbox"/> 1
23 Being able to make decisions without being controlled by organisational bureaucracy.	<input type="checkbox"/> 4	<input type="checkbox"/> 3	<input type="checkbox"/> 2	<input type="checkbox"/> 1
24 The excitement of creating something new whose success depends on me.	<input type="checkbox"/> 4	<input type="checkbox"/> 3	<input type="checkbox"/> 2	<input type="checkbox"/> 1

Adapted from an expectations questionnaire devised by Carole Pemberton from 'Stike a New Career Deal'.

## Completion Instructions

Each of the 24 questions you have answered relates to one of the following 8 themes. There is a box for each question in which you need to enter the score you gave that question. Then add up all three scores against each theme and this gives you an overall total. The themes against which you have your highest ratings indicate the things that should be most important to you in your career and should therefore guide your career making decisions.

Overleaf are some more detailed explanations about what each theme means.

1. Competition	1 <input type="text"/>	11 <input type="text"/>	19 <input type="text"/>	Total <input type="text"/>
2. Freedom	2 <input type="text"/>	21 <input type="text"/>	23 <input type="text"/>	<input type="text"/>
3. Management	3 <input type="text"/>	7 <input type="text"/>	14 <input type="text"/>	<input type="text"/>
4. Life Balance	4 <input type="text"/>	6 <input type="text"/>	16 <input type="text"/>	<input type="text"/>
5. Organisation Membership	9 <input type="text"/>	12 <input type="text"/>	17 <input type="text"/>	<input type="text"/>
6. Expertise	13 <input type="text"/>	20 <input type="text"/>	22 <input type="text"/>	<input type="text"/>
7. Learning	5 <input type="text"/>	10 <input type="text"/>	18 <input type="text"/>	<input type="text"/>
8. Entrepreneurship	8 <input type="text"/>	15 <input type="text"/>	24 <input type="text"/>	<input type="text"/>

## **Competition**

The idea of a career as a contest competing with others and with definite success indicators is important to you. You need to have recognition of your achievements – if not you will feel dissatisfied and frustrated.

## **Freedom**

You expect to have considerable autonomy over your day to day work, in how you approach it and setting priorities. You expect to be evaluated on ultimate achievements rather than detailed methods. You would not take kindly to someone watching closely over your shoulder.

## **Management**

It is important for you to be able to use a range of generalist skills to achieve results through and with others. Position, title and status (along with the rewards) are important to you and you need to achieve a position of responsibility quickly.

## **Life Balance**

For you the right balance between work and the rest of your life is important. You will seek opportunities that allow you to develop this balance and will feel resentment if (in your eyes) unacceptable demands are placed upon you that intrude into your non-work space. You expect give and take, and flexible working practices.

## **Organisation Membership**

You will identify strongly with organisational goals and values. You are a person who will enjoy being seen as an “organisational man or woman” and your needs and values will fit very closely with the organisation. You are likely to put company needs before your own.

## **Expertise**

You need to have the opportunity to develop your expertise and to become more self-confident about your personal value. Your security comes from the opportunity to specialise and you would find any attempt to make you a generalist rather unsettling, feeling vulnerable and exposed.

## **Learning**

You will thrive on being challenged and learning to overcome difficulties through acquisition of new skills and expertise. Your positive attitude will allow you to tackle issues

and problems that may seem daunting to others. If you are not constantly challenged with new learning opportunities you will feel a lack of direction.

## **Entrepreneurship**

Risk taking is your lifeblood and source of stimulation rather than being frightened and resistant. Self-conviction, self-determination, self-control are essential to you whether they exist through self-employment or an organisation that allows you this scope.