

What Motivates You: Career Drivers Questionnaire

What motivates you about your work career? The following questionnaire will help you understand this better.

Career Drivers Questionnaire

To help you assess your own career drivers please complete the Career Drivers Questionnaire which begins below. There are no right or wrong answers – it depends on your personal preferences. **Please ensure you bring the completed questionnaire to the program.**

Instructions for Completion

There are five (5) sections in the Career Drivers Questionnaire. For each section you have 10 points to allocate between the nine statements.

Assume that you are looking at Section One, and Statement 3 is the only one that is true for you – you should give 10 points to this statement and no points to the others. Or you can allocate the points to several (or all) of the statements to illustrate what is important to you.

Remember, you must allocate 10 points per section – no more, no less! Do not make the mistake of scoring each separate statement out of 10!

Be honest with yourself - the only one to see this will be you.

Section One

1. I seek a high standard of living
- These things are important to me:*
2. I wish to influence others
3. I only feel satisfied if the output from my job has real value in itself
4. I want to be an expert in the things I do
5. I seek to be creative at work
6. I strive to work only with people I like
7. I choose jobs where I am 'my own master/mistress'
8. I take steps to be 100% financially secure
9. I want to acquire a social status that other people respect

Check that you have allocated 10 points - no more, no less - between the nine items in Section One.

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Section Two

In my working life I want to:

- 10. Gain a hard-won expertise
- 11. Build close relationships with others at work
- 12. Become a leader in teams and organisations
- 13. Be part of 'the establishment'
- 14. Take decisions that I really believe in
- 15. Get the highest paid jobs
- 16. Have a long-term security
- 17. Take my own decisions about how I spend my time at work
- 18. Create things that people associate with me alone

Check that you have allocated 10 points - no more, no less - between the nine items in Section Two.

Section Three

If I am considering a new career opportunity

- 19. I am drawn to roles with high social status
- 20. I wish to be seen as a real specialist in my field
- 21. I want my work to make a contribution to the wider community
- 22. I want to look ahead at life and feel that I will always be OK
- 23. I seek influence over others
- 24. I wish to build warm personal relationships with people at work
- 25. I want a high standard of living
- 26. I want a high degree of control over my own job
- 27. I am attracted by producing things that bear my name

Check that you have allocated 10 points - no more, no less - between the nine items in Section Three.

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Section Four

I would be disappointed if:

- 28. My work was not part of my 'search for meaning' in life
- 29. I did not practise highly skilled work
- 30. I could not afford a high standard of living
- 31. My job gave no opportunity to create something new or different
- 32. I did not know where I will stand on my retirement day
- 33. I worked without friends
- 34. I did not receive recognition or honours
- 35. I had to refer to others for decisions
- 36. I wasn't in charge of people

Check that you have allocated 10 points - no more, no less - between the nine items in Section Four.

Section Five

A 'good' job means to me:

- 37. Avoiding being a 'cog' in a large wheel
- 38. An excellent income
- 39. Plenty of time to study specialist subjects
- 40. Being a person who takes important decisions
- 41. Producing products or services that have my own name on them
- 42. Having good relationships with other people
- 43. Being 'in charge' of others
- 44. Being secure
- 45. Doing what I believe is important - not that which promotes my career

Check that you have allocated 10 points - no more, no less - between the nine items in Section Five.

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Scoring the Career Drivers Survey

Copy your scores on to the answer grid (*be careful - the numbers are not in sequence*) and then add the scores in each vertical column. Then divide your scores by two (rounding up if you have decimals).

1	2	3	4	5	6	7	8	9	
15	12	14	10	18	11	17	16	13	
25	23	21	20	27	24	26	22	19	
30	36	28	29	31	33	35	32	34	
38	43	45	39	41	42	37	44	40	
									Total
MR	PI	ME	EX	CR	AF	AU	SE	ST	Total divide by two