

Are you aware that there are consistent themes of occupational energisers in careers that shape and guide our life and work decisions? What are your energisers? How do they influence your career? This project helps you begin to answer these questions. The results, when analysed, provide your occupational energisers profile.

A word of warning before you complete the questionnaire – sometimes you will find yourself struggling to compare two items that appear equally relevant or irrelevant. Please persist. This technique forces you to weigh difficult choices. There are no right or wrong answers – it all depends upon your personal preferences, so be as honest and objective as you can.

Instructions:

Below are 36 pairs of statements. You must evaluate the relative importance to you of the statements within **each pair** and allocate a **total of 3 points – no more, no less**. For example:

Strongly favoured			3						
Not favoured				0					
Slightly favoured					2				
Second choice				1					

Turn to the next page to begin the survey. Try not to take too long on each pair of statements.



		A	B	C	D	E	F	G	H	I
1	I will only be satisfied with an unusually high standard of living.									
	I wish to have considerable influence over other people									
2	I would obtain particular satisfaction by being able to choose freely what I do									
	I want to make quite sure that I will be financially secure									
3	I want to use my creative abilities in my work									
	It is especially important to me that I work with people I like									
4	I only feel satisfied if the output from my job has real value in itself									
	I want to be an expert in the things I do									
5	I enjoy feeling that people look up to me									
	Not to put too fine a point on it, I want to be wealthy									
6	I want to feel that I have gained hard-won expertise									
	I want to create things that people associate with me alone									
7	I want a substantial leadership role									
	I do what is meaningful to me, even though it may not gain tangible rewards									
8	I seek deep social relationships with other people in my work									
	I would get satisfaction from deciding how I spend my time									
9	I will not be content unless I have ample material possessions									
	I want to demonstrate to my own satisfaction that I really know my discipline									
10	My work is part of my search for meaning in life									
	I want the things that I produce to bear my name									
11	I seek to be able to afford anything I want									
	A job with long-term security really appeals to me									
12	I seek a role that gives me substantial influence over others									
	I would enjoy being a specialist in my field									
13	It is important to me that my work makes a positive contribution to the wider community									
	Close relationships with people at work are important to me									
14	I want my personal creativity to be extensively used									
	I would prefer to be my own master									
15	Close relationships with other people at work would give me special satisfaction									
	I want to look ahead in my life and feel confident that I will always be OK									



		A	B	C	D	E	F	G	H	I
16	I want to be able to spend my money easily									
	I want to be genuinely innovative in my work									
17	Frankly, I want to tell other people what to do									
	For me, being close to others is really the important thing									
18	I look upon my career as part of a search for greater meaning in life									
	I have found that I want to take full responsibility for my own decisions									
19	I would enjoy a reputation as a real specialist									
	I would only feel relaxed if I was in a secure career									
20	I desire the trappings of wealth									
	I want to get to know new people through my work									
21	I like to play roles that give me control over how others perform									
	It is important that I can choose for myself the task that I undertake									
22	I would devote myself to work if I believed the output would be worthwhile in itself									
	I would take great comfort from knowing how I will stand on my retirement day									
23	Close relationships with people at work would make it difficult for me to make a career move									
	Being recognised as part of the 'establishment' is important to me									
24	I would enjoy being in charge of people and resources									
	I want to create things that no-one else has done before									
25	At the end of the day, I do what I believe is important, not what simply promotes my career									
	I seek public recognition									
26	I want to do something distinctively different from others									
	I usually take the soft option									
27	I want other people to look to me for leadership									
	Social status is an important motivator for me									
28	A high standard of living attracts me									
	I wish to avoid being tightly controlled by a boss at work									
29	I want my products to have my own name on them									
	I seek formal recognition by others of my achievements									



		A	B	C	D	E	F	G	H	I
30	I prefer to be in charge									
	I feel concerned when I cannot see a long way ahead in my career									
31	I would enjoy being a person who had valuable specialist knowledge									
	I would get satisfaction from not having to answer to other people									
32	I dislike being a cog in a large wheel									
	It would give me satisfaction to have a high-status job									
33	I am prepared to do most things for material reward									
	I see work as a means of enriching my personal development									
34	I want to have a prestigious position in any organization for which I work									
	A secure future attracts me every time									
35	When I have congenial social relationships nothing else really matters									
	Being able to make an expert contribution would give me particular satisfaction									
36	I would enjoy the status symbols that come with senior positions									
	I aspire to achieve a high level of specialist competence									
Total ALL 36 rows for each column										
		A	B	C	D	E	F	G	H	I

Finally, mark your scores on the chart over page by circling the numbers you scored for each letter.



Then join up the circles to give a graphical profile of your personal occupational energisers. Underline or highlight your occupational energisers. Identify your top 3 drivers and also note your 2 lowest drivers. Once you'd done this, turn to the next page and read through the definitions.

25	25	25	25	25	25	25	25	25
24	24	24	24	24	24	24	24	24
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21	21	21	21	21	21	21	21	21
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19	19	19	19	19	19	19	19	19
18	18	18	18	18	18	18	18	18
17	17	17	17	17	17	17	17	17
16	16	16	16	16	16	16	16	16
15	15	15	15	15	15	15	15	15
14	14	14	14	14	14	14	14	14
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12	12	12	12	12	12	12	12	12
11	11	11	11	11	11	11	11	11
10	10	10	10	10	10	10	10	10
9	9	9	9	9	9	9	9	9
8	8	8	8	8	8	8	8	8
7	7	7	7	7	7	7	7	7
6	6	6	6	6	6	6	6	6
5	5	5	5	5	5	5	5	5
4	4	4	4	4	4	4	4	4
3	3	3	3	3	3	3	3	3
2	2	2	2	2	2	2	2	2
1	1	1	1	1	1	1	1	1
0	0	0	0	0	0	0	0	0

<b>A</b>	<b>B</b>	<b>C</b>	<b>D</b>	<b>E</b>	<b>F</b>	<b>G</b>	<b>H</b>	<b>I</b>
Material Reward	Power & Influence	Meaning	Expertise	Creativity	Affiliation	Autonomy	Security	Status



Occupational energisers are derived from an individual's personality, abilities, self-image, as well as their stage of life. There is unlimited potential for occupational drivers to change significantly as people grow to realise more fully what gives them satisfaction.

From analysis of survey data, nine distinct career drivers were identified. Each is a blend of wants and needs. Possible definitions of the nine career drivers are:

<b>A: Material Rewards</b>	Seeking possessions, wealth and a high standard of living (improves a run-down house for sale at a profit).
<b>B: Power/Influence</b>	Seeking to be in control of people and resources.
<b>C: Search for Meaning</b>	Seeking to do things that are believed to have value for their own sake.
<b>D: Expertise</b>	Seeking a high level of accomplishment in a specialised field.
<b>E: Creativity</b>	Seeking to innovate and be identified with original input.
<b>F: Affiliation</b>	Seeking nourishing relationships with others at work.
<b>G: Autonomy</b>	Seeking to be independent and able to make key decisions for oneself.
<b>H: Security</b>	Seeking a solid and predictable future.
<b>I: Status</b>	Seeking to be recognised, admired and respected in the community at large.

Career development can occur in a variety of ways. Individuals may go through several career cycles in a lifetime, experiencing stages of exploration, establishment, maintenance, advancement and disengagement.

