Identifying my Career Priorities

Aim

Use this simple self-assessment to consider what your priorities are in life. This is a vital first step before you make any career decisions.

Task

1. Please refer to the 'Identifying my Career Priorities' grid which can be downloaded from Supplementary Resources. On the grid, compare the horizontally listed priorities with regard to your future life and career, to those that are vertically listed.

2. Work your way through each of the empty boxes. For each, look at the two priorities that correspond to the box vertically and horizontally and decide which of the two is most important to you. Write the letter of the chosen priority in the box.

3. Carry on doing this, working along each row, until you have completed the chart.

4. When you’ve finished, count the number of times each letter appears on the chart, and write the total in the right hand column.

5. Now, rank each letter (the one with the highest number first) and note them in the table provided.

6. Read the short description for your highest ranking priorities. These priorities represent some of your fundamental needs or career drivers. Evaluate your career options against your priorities to make sure all your needs are being met.

The priorities you will be asked to consider as you complete the grid are:

- material/rewards
- power/influence
- personal achievement/fulfillment
- job interest
- recognition
- innovation creativity
- satisfying relationships
- autonomy
- security
- status
- location
- family
- health
- learning/development
- hobbies/social life

Interpretation

A: Material Rewards

If this was your highest scoring priority, you seek possessions, wealth and a high standard of living. Your career decisions are made according to financial return or material compensation. You are likely to be fastidious about dress and possessions, and have strong interest in investments, finance, and taxation.

B: Power and Influence

If this was your highest scoring priority, you like to be in control of people and resources. Your career decisions are usually made to increase the extent of your control over people and situations. You like to make the decisions and have very clear ideas on how things should be done.

C: Personal Achievement/Personal Fulfilment

Your priority with regard to your career is to achieve your full potential for your own sense of personal fulfilment. You have a strong desire to achieve your career goals.

D: Job Interest

It is highly important to you that your job continues to be interesting to you and to spark off new chains of thought. You like to be...
intellectually stimulated and find that you get bored easily if you are not learning something new.

**E: Recognition**

If this was your highest scoring priority, one of your main priorities with regard to work is to gain recognition for work done. You work hard, and you like your work to be recognised and rewarded with praise or at least acknowledgement.

**F: Innovation/Creativity**

You have a creative mind which you enjoy using in the workplace. You are excited by new ideas and projects and are not happy doing things the way they have always been done for the sake of it.

**G: Satisfying Relationships**

Relationships between yourself and your partner, friends and colleagues are all extremely important to you. You would not risk compromising them as a result of a career change.

**H: Autonomy**

If this is your highest scoring priority, you enjoy independence. You are not happy to be constantly under the instruction of others and value opportunities to take your own initiative and get on with work alone. You value your own opinions and feel that others should respect you enough to trust your judgement.

**I: Security**

Security is important when looking for jobs. You would not risk taking a higher salary for a less secure position. You like to plan on a long-term basis and to know where you will be in the future.

**J: Status**

You like to be recognised, admired and respected by the community at large. This is seen by status symbols, formal recognition and acceptance by elite groups. Career decisions are made to enhance recognition and fame, and to be seen with the ‘right’ people. The underlying desire is to impress others and to be acknowledged as worthy or special.

**K: Location**

The location of your workplace and where you live are of great importance to you. You would be unwilling to compromise your area of habitation secondary to a career move. Perhaps you are not keen to commute, or already live in an area from which you would not consider moving.

**L: Family**

Your family is of greatest importance to you. You always put your family ahead of work and would not be keen to work overtime if it meant missing out on time with your family.

**M: Health**

Your health is important to you. You would not allow your health to suffer as a direct result to your work. Perhaps your health has suffered in the past as a direct result of your work, and you would not wish this to happen again.

**N: Learning/Development**

You have a strong desire to learn. Lifelong learning and development are extremely important to you, and you feel most fulfilled when you are given opportunities to learn and develop your existing skills and knowledge. You would not be happy to coast along in a job without regular challenges and would not take a new job where there was no form of formal training.

**O: Hobbies/Social Life**

You make career decisions to ensure that work does not infringe upon your other interests. You probably work to live and to earn money, but you certainly don’t live to work. Your lifestyle is extremely important to you.

**Related Items**

**Of Interest**

- My Boss and Me: a Career Management Exercise
- Current Career Analysis: a Career Management Exercise