

# CAREER ANCHORS

PARTICIPANT WORKBOOK

THIRD EDITION

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**THE PURPOSE OF THIS WORKBOOK** is to give you information about career development, to provide you with a process that will enable you to assess more fully your career anchor, and to provide you with a process for analyzing your current job situation as well as possible future career options. To improve the career development process, you must understand fully how careers develop, what role career anchors play in that development, and how career anchors relate to job characteristics.

The *Career Anchors Self-Assessment* that you completed to give yourself an initial picture of your career orientations should now be supplemented by exploring more fully how career anchors develop, how different anchors function, and how they relate to job situations. To gain more insight into your own situation, this workbook provides you with instructions to do a personal career history, either by yourself in written form or, preferably, with the help of another person who would interview you and provide some feedback. (See pages 28–33.)

The second exercise, called Job/Role Analysis and Planning (pages 39–43), will help you to analyze your present career and job situation, provide some guidance on how to think about the future world of work, help you to assess your strengths and weaknesses in terms of future job requirements, and will enable you to determine what you need to do next for your own personal development.