



Career Anchors, Workbook: Discovering Your Real Values

Edgar H. Schein

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In many cases, people select a career for all the wrong reasons, and find their responses to the workplace are incompatible with their true values. This situation results in feelings of unrest and discontent and in lost productivity. To help people avoid these problems, the newly-revised Career Anchors is designed to help people uncover their real values and use them to make better career choices. This revised edition includes two new sections, "Major Stages of the Career" and "Career Movement, Progress, or Success." Instructions and other components have been revamped for clarification, the references have been updated, and the contents have been rearranged for more convenient usage in classes and workshops. Career Anchors can help you think through your career options and give you a clear understanding of:

- * Your own orientations toward work
- * Your motives
- * Your values
- * Your talents

The Career Anchors Instrument and Trainer's Manual provide a systematic way of exploring how you perceive yourself, based on your own experiences. The instrument is divided into three parts: the orientations inventory, the career anchor interview, and the conceptual material. Career Anchors will help people:

- * Define the themes and patterns dominant in your life
- * Understand your own approach to work and a career
- * Provide reasons for choices
- * Take steps to fulfill your own self-image

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