

IO2 Handouts Edgar Schien Exercise (Slide 18)

The Table below shows how Edgar Schien viewed Career Anchors and the traits / attributes which belong to each Career Anchor as viewed by Edgar Schien.

Career Anchor Category	Trait
Technical/functional competence	This kind of person likes being good at something and will work to become a guru or expert They like to be challenged and then use their skills to meet the challenge, doing the job properly and better than almost anyone else
Managerial competence	These people want to be managers They like problem-solving and dealing with other people They thrive on responsibility To be successful, they also need emotional competence
Autonomy/independence	These people have a primary need to work under their own rules and 'steam' They avoid standards and prefer to work alone
Security/stability	These people seek stability and continuity as a primary factor of their lives They avoid risk and are generally 'lifers' in their job
Entrepreneurial creativity	These people like to invent things, be creative and most of all to run their own businesses They differ from those who seek autonomy in that they will share the workload They find ownership very important They get easily bored Wealth, for them, is a sign of success
Service/dedication to a cause	Service-orientated people are driven more by how they can help other people than by using their talents They may work in public services or in areas such as human resources
Pure challenge	People driven by challenge seek constant stimulation and difficult problems that they can tackle Such people will change jobs when the current one gets boring, and their career can be varied
Lifestyle	Those who are focused first on lifestyle look at their whole pattern of living Rather than balance work and life, they are more likely to integrate the two They may even take long periods of time off work in which to indulge in passions such as travelling

To help your client(s) you may use the following table which scores the importance for each trait and how your client(s) perceive these to be important in their current job/career

Edgar Schien Career Anchor Trait	How important is this aspect of your career to you (score out of 5 where 0 is not important and 5 is vital)?	How does this match with your current post? (score out of 5 where 0 is not important and 5 is vital).
Technical / functional competence		
Managerial competence		
Autonomy / independence		
Security / stability		
Entrepreneurial creativity		
Service / dedication to a cause		
Pure challenge		
Life style		

The higher the score for a trait the more likely your client(s)/employee(s) feel comfortable with the job / work functions that match their skills and strengths. You may then discuss each career path in details.

More details / discussions on Edgar Schien concept as described above can be found on:

<https://rapidbi.com/careeranchors/>

Some other sources where Edgar Schien's model is discussed are:

<https://careersintheory.wordpress.com/2010/01/11/anchors-aweigh/#more-825>

<https://runninginaforest.wordpress.com/2015/02/13/edgar-scheins-career-anchors-theories-every-careers-adviser-should-know/>