

CAREER SELF ASSESSMENT

INTRODUCTION

This exercise is designed to help you explore how you engage with and make meaning of your career. The first section allows you to examine your relationship to your *work* in general. The second section allows you to examine your relationship to a particular domain of your choice.

You can respond to either or both Sections 1 and 2. The questions begin on the next page. After you have completed your chosen sections, proceed to Section 3 for self-scoring instructions.

Please continue on the next page

This exercise uses the scale measure developed in Dobrow, S. R. and Tosti-Kharas, J. 2011. *Personnel Psychology*, 64: 1001-1049.

This scale can be used or adapted for research purposes. Please cite Dobrow & Tosti-Kharas 2011 in all work that draws on this scale.

If you have questions about this exercise or the scale, please contact:

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SECTION 1: WORK

Please use the scale below to rate how much you agree or disagree with each statement about your current *work*. Circle your response.

- | Strongly
Disagree | Disagree | Slightly
Disagree | Neutral | Slightly
Agree | Agree | Strongly
Agree | |
|---|----------|----------------------|---------|-------------------|-------|-------------------|---|
| 1 | 2 | 3 | 4 | 5 | 6 | 7 | |
| 1. I am passionate about my work. | 1 | 2 | 3 | 4 | 5 | 6 | 7 |
| 2. I enjoy my work more than anything else. | 1 | 2 | 3 | 4 | 5 | 6 | 7 |
| 3. Engaging with my work gives me immense personal satisfaction. | 1 | 2 | 3 | 4 | 5 | 6 | 7 |
| 4. I would sacrifice everything to be in my current line of work. | 1 | 2 | 3 | 4 | 5 | 6 | 7 |
| 5. The first thing I often think about when I describe myself to others is that I'm in my current line of work. | 1 | 2 | 3 | 4 | 5 | 6 | 7 |
| 6. I would continue to be in my current line of work even in the face of severe obstacles. | 1 | 2 | 3 | 4 | 5 | 6 | 7 |
| 7. I know that being involved with my current line of work will always be part of my life. | 1 | 2 | 3 | 4 | 5 | 6 | 7 |
| 8. I feel a sense of destiny about being in my current line of work. | 1 | 2 | 3 | 4 | 5 | 6 | 7 |
| 9. My work is always in my mind in some way. | 1 | 2 | 3 | 4 | 5 | 6 | 7 |
| 10. Even when not doing work-related activities, I often think about my current line of work. | 1 | 2 | 3 | 4 | 5 | 6 | 7 |
| 11. My existence would be much less meaningful without my involvement in my work. | 1 | 2 | 3 | 4 | 5 | 6 | 7 |
| 12. Being involved in my current line of work is a deeply moving and gratifying experience for me. | 1 | 2 | 3 | 4 | 5 | 6 | 7 |

SECTION 2: YOUR DOMAIN

Step 1: Take a moment to think about the *domain* you would like to be most meaningful or important in your life moving forward. Domains can come from work or non-work contexts. Domains can include occupational areas such as law, music, architecture, or management; subfields within or more specific versions of these occupational areas such as public service law, playing the violin, or entrepreneurship; volunteer efforts; family; or more abstract concepts such as “sustainable management” or “social justice.” Domains can be just about anything.

Please write your domain here: _____

→ If you selected “work” as your domain, please continue with SECTION 3.

→ If you did not select “work” as your domain, please continue below with Step 2.

Step 2: Here, you will adapt the question wordings to fit the domain you selected. Make your best estimate about the wording so that the questions make sense. Feel free to ask for help.

[a] = the domain name, akin to “my work” or “management” or “the law” or “music.”

- Your [a]: _____

[b] = the label for *being* in this domain, that is, the word that would come after “be” or “become.” For example, if you wrote “sustainable management” for [a], then you would write “in sustainable management” here for [b]. Or if you wrote “family” for [a], then you would write “a family person” here for [b].

- Your [b]: _____

Step 3: Fill in your specific wordings in the questions on the next page. Write your [a] in the blanks marked [a] and your [b] in the blanks marked [b].

Please continue on the next page

Consider the items below independently of your responses in the previous section. That is, your responses to similar-looking items may or may not match your responses in the previous section.

Please use the scale below to rate how much you agree or disagree with each statement. Circle your response.

- | Strongly
Disagree | Disagree | Slightly
Disagree | Neutral | Slightly
Agree | Agree | Strongly
Agree |
|----------------------|----------|----------------------|---------|-------------------|-------|-------------------|
| 1 | 2 | 3 | 4 | 5 | 6 | 7 |
1. I am passionate about [a]_____.

1	2	3	4	5	6	7
---	---	---	---	---	---	---
 2. I enjoy [a]_____ more than anything else.

1	2	3	4	5	6	7
---	---	---	---	---	---	---
 3. Engaging with [a]_____ gives me immense personal satisfaction.

1	2	3	4	5	6	7
---	---	---	---	---	---	---
 4. I would sacrifice everything to be/become [b]_____.

1	2	3	4	5	6	7
---	---	---	---	---	---	---
 5. The first thing I often think about when I describe myself to others is that I'm/becoming [b]_____.

1	2	3	4	5	6	7
---	---	---	---	---	---	---
 6. I would continue to be/become [b]_____ even in the face of severe obstacles.

1	2	3	4	5	6	7
---	---	---	---	---	---	---
 7. I know that being involved with [a]_____ will always be part of my life.

1	2	3	4	5	6	7
---	---	---	---	---	---	---
 8. I feel a sense of destiny about being/becoming [b]_____.

1	2	3	4	5	6	7
---	---	---	---	---	---	---
 9. [a]_____ is always in my mind in some way.

1	2	3	4	5	6	7
---	---	---	---	---	---	---
 10. Even when not doing activities related to being/becoming [b]_____, I often think about [a]_____.

1	2	3	4	5	6	7
---	---	---	---	---	---	---
 11. My existence would be much less meaningful without my involvement in [a]_____.

1	2	3	4	5	6	7
---	---	---	---	---	---	---
 12. Being involved in [a]_____ is a deeply moving and gratifying experience for me.

1	2	3	4	5	6	7
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SECTION 3: SCORING

Step 1: Calculate the average score for the 12 items in Section 1 only (i.e., add up the total of the 12 items and then divide by 12). The resulting average should be between 1 and 7. Write this score here: _____

Step 2: Calculate the average score for the 12 items in Section 2 only (i.e., add up the total of the 12 items and then divide by 12). Again, the resulting average should be between 1 and 7. Write this score here: _____

Scoring Interpretation:

- 1 = very weak calling toward the domain that was assessed
- 4 = medium calling toward the domain that was assessed
- 7 = extremely strong calling toward the domain that was assessed

Please see Dobrow & Tosti-Kharas for full details and further interpretation:
<https://onlinelibrary.wiley.com/doi/10.1111/j.1744-6570.2011.01234.x>