

### **Career Orientations Inventory (Short Form)**

**No. Description**

- 1. The process of supervising, influencing, leading, and controlling people at all levels is**  
(1) extremely unimportant (2) unimportant (3) neutral (4) important (5) extremely important
- 2. The chance to do things my own way and not to be constrained by the rules of an organization is**  
(1) extremely unimportant (2) unimportant (3) neutral (4) important (5) extremely important
- 3. An employer who will provide security through guaranteed work, benefits, a good retirement program, etc., is**  
(1) extremely unimportant (2) unimportant (3) neutral (4) important (5) extremely important
- 4. Working on problems that are almost insoluble is**  
(1) extremely unimportant (2) unimportant (3) neutral (4) important (5) extremely important
- 5. Remaining in my specialized area as opposed to being promoted out of my area of expertise is**  
(1) extremely unimportant (2) unimportant (3) neutral (4) important (5) extremely important
- 6. To be in charge of a whole organization is**  
(1) extremely unimportant (2) unimportant (3) neutral (4) important (5) extremely important
- 7. A career that is free from organization restrictions is**  
(1) extremely unimportant (2) unimportant (3) neutral (4) important (5) extremely important
- 8. An organization that will give me long-run stability is**  
(1) extremely unimportant (2) unimportant (3) neutral (4) important (5) extremely important
- 9. Using my skills to make the world a better place to live and work in is**  
(1) extremely unimportant (2) unimportant (3) neutral (4) important (5) extremely important
- 10. Developing a career that permits me to continue to pursue my own life style is**  
(1) extremely unimportant (2) unimportant (3) neutral (4) important (5) extremely important
- 11. Building a new business enterprise is**  
(1) extremely unimportant (2) unimportant (3) neutral (4) important (5) extremely important
- 12. Remaining in my area of expertise throughout my career is**  
(1) extremely unimportant (2) unimportant (3) neutral (4) important (5) extremely important
- 13. To rise to a high position in general management is**  
(1) extremely unimportant (2) unimportant (3) neutral (4) important (5) extremely important
- 14. Remaining in one geographical area rather than moving because of a promotion is**  
(1) extremely unimportant (2) unimportant (3) neutral (4) important (5) extremely important
- 15. Being able to use my skills and talents in the service of an important cause is**  
(1) extremely unimportant (2) unimportant (3) neutral (4) important (5) extremely important
- 16. The only real challenge in my career has been confronting and solving tough problems, no matter what area they were in**

(1)strongly inconformity(2) inconformity (3) neutral (4) conformity (5) strongly conformity

- 17. I am always on the lookout for ideas that would permit me to start and build my own enterprise**

(1)strongly inconformity(2) inconformity (3) neutral (4) conformity (5) strongly conformity

- 18. It is more important for me to remain in my present geographical location than to receive a promotion or new job assignment in another location**

(1)strongly inconformity(2) inconformity (3) neutral (4) conformity (5) strongly conformity

- 19. A career is worthwhile only if it enables me to lead my life in my own way**

(1)strongly inconformity(2) inconformity (3) neutral (4) conformity (5) strongly conformity

- 20. I will accept a management position only if it is in my area of expertise**

(1)strongly inconformity(2) inconformity (3) neutral (4) conformity (5) strongly conformity

- 21. I do not want to be constrained by either an organization or the business world**

(1)strongly inconformity(2) inconformity (3) neutral (4) conformity (5) strongly conformity

- 22. I want a career in which I can be committed and devoted to an important cause**

(1)strongly inconformity(2) inconformity (3) neutral (4) conformity (5) strongly conformity

- 23. I feel successful only if I am constantly challenged by a tough problem or a competitive situation**

(1)strongly inconformity(2) inconformity (3) neutral (4) conformity (5) strongly conformity

- 24. Choosing and maintaining a certain life style is more important than is career success**

(1)strongly inconformity(2) inconformity (3) neutral (4) conformity (5) strongly conformity

- 25. I have always wanted to start and build up a business of my own**

(1)strongly inconformity(2) inconformity (3) neutral (4) conformity (5) strongly conformity