**Career Profile Evaluation[[1]](#footnote-1)**

This evaluation document can be used to assess what type of career profile you align with. You should award a score based on your current view, for example you might value work-life balance now, but it may decline over time as your career profile may change across the life-course.

Please score each statement from 1 (little alignment) to 10 (wholly align).

|  |  |  |
| --- | --- | --- |
| **Alignment (1-10)** | **Statement** | **Code** |
|  | I value loyalty from my university | 1 |
|  | I expect to have a career and promotion opportunities at my university | 1 |
|  | I value flexible hours to balance all my commitments | 3 |
|  | Overall, my ability to take up career opportunities is more influenced by my own mindset than by the university environment. | 4 |
|  | I require autonomy, meaningful and impactful work | 5 |
|  | I believe internal staff should be promoted before external appointments are made at senior level | 1 |
|  | I require institutional value alignment with my personal values  | 5 |
|  | I have ties to my city/town/area that I would not want to give up | 3 |
|  | I would move inter-state for a career opportunity | 2 |
|  | I have not had as a successful career as I expected | 4 |
|  | I enjoy job assignments that require me to work outside of my university | 2 |
|  | If career opportunities reduced or my values became mis-aligned, I would take my skills elsewhere | 2 |
|  | My own thinking, attitudes, or behaviours (e.g., self-doubt, priorities, risk appetite) limit my ability to make the most of career opportunities | 4 |
|  | Work-life balance is more important than hierarchical career success | 3 |
|  | I see myself as a professional who can move between institutions | 2 |
|  | I value being able to balance my personal interests and my career | 3 |
|  | I value the chance to upskill and learn new things | 5 |
|  | The university’s systems, processes, or culture make it harder for me to access or take advantage of career opportunities | 4 |
|  | I take charge of my own career and am responsible for my career success or failure | 5 |
|  | I would like the university to more proactively manage my career | 1 |
|  | Overall, I have a very self-directed career management ‘plan’ | 5 |
|  | My job keeps my personal/family life enjoyable | 3 |
|  | I feel undervalued in my job | 4 |
|  | I would move to another university if a career opportunity came up | 2 |
|  | There should be clearer career pathways | 1 |

**Results**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
|  | **Code 1** | **Code 2** | **Code 3** | **Code 4** | **Code 5** |
| Alignment score |  |  |  |  |  |
|  |  |  |  |  |
|  |  |  |  |  |
|  |  |  |  |  |
|  |  |  |  |  |
| **Totals** |  |  |  |  |  |

**Career Profiles**

Code 1 tests for aspects of the Traditional Career

Code 2 tests for aspects of the Boundaryless Career

Code 3 tests for work-life balance

Code 4 tests for structural or personal constraints

Code 5 tests for aspects of the Contemporary Career

By understanding the interaction of these different types of career orientation, the following career profiles emerge:

High levels of Codes 1 and 5, sometimes 3, results in *Corporate Citizens*

High levels of 2 and 5, results in *Enterprising Agents*

High levels of 3 and 5, results in *Balanced Growers*

High levels of 1 and 4, results in *Constrained Professionals*

1. © Michelle Gander 2025 [↑](#footnote-ref-1)