



ENLIGHTEN EXERCISE #12

Identifying Your Career Path Preference

Check which of the following career paths seem to best describe your career preference in the future, based on your interests, values, motives, and skills?

MANAGERIAL

SPECIALIST

GENERALIST

ENTREPRENEURIAL

The Four Career Path Preferences

Career Orientation	Primary Motives/Values	Rewards
<p>Managerial: Orientation characterized by regular promotions in increasingly more complex leadership roles and responsibilities.</p>	<ul style="list-style-type: none"> • Power • Leadership competence • Influence • Control • Persuasion 	<ul style="list-style-type: none"> • Title • Promotion • Authority • Perks • Span of control
<p>Specialist or Independent Contributor: Orientation characterized by staying in a single professional or technical field for most of one's career, with reliance on specialist knowledge and skills.</p>	<ul style="list-style-type: none"> • Recognition • Autonomy • Technical competence • Professional development • Security • Expertise • Innovation 	<ul style="list-style-type: none"> • Continuing education • Job security • Benefits • Professional association involvement • Cutting edge tools and technology
<p>Generalist or Project Manager: Orientation characterized by regular career movements, based on pre-existing knowledge, skills, and experiences, with an emphasis on project and program management</p>	<ul style="list-style-type: none"> • Professional growth • Continuous learning • Innovation • Change • Diversity of tasks 	<ul style="list-style-type: none"> • Job rotation • Project management roles • Educational reimbursement • Cross-training • Mentoring others
<p>Entrepreneurial: Orientation characterized as working in diverse positions, starting or owning one's own business, or consulting or working contractually for other companies or individuals.</p>	<ul style="list-style-type: none"> • Independence • Achievement • Risk-taking • Challenge • Self-control • Creativity • Self-management 	<ul style="list-style-type: none"> • Pay for performance • Bonuses • Contract work • Flexible schedules • Consulting Assignments