

## What Draws You to Work? Assess Your Life's Lures

Which of the following statements do you identify with *most* closely? Please check only one answer per question.

<b>1. I like performing tasks when . . .</b>	<input type="checkbox"/>	how to do the task well is clear and easy to learn	<input type="checkbox"/>	how to do the task is unknown and open ended, requiring that we pioneer new approaches	<input type="checkbox"/>	my team collectively possesses the skill and knowledge to perform the task, although I may only know one piece	<input type="checkbox"/>	the task is easy	<input type="checkbox"/>	the task itself is ambiguous and I personally need to figure out both what it might become and how to do it	<input type="checkbox"/>	the approach for doing the task well has been determined by others and taught to me
<b>2. I prefer work arrangements that . . .</b>	<input type="checkbox"/>	are well-defined and "traditional" (9 to 5)	<input type="checkbox"/>	allow me complete individual latitude	<input type="checkbox"/>	are short term	<input type="checkbox"/>	allow me to shift my schedule on a daily basis, as needed to balance my other responsibilities	<input type="checkbox"/>	are highly flexible in terms of both time and place and provide time to pursue external adventures	<input type="checkbox"/>	include regular hours that align the schedules of all team members and promote face time
<b>3. I like work that is . . .</b>	<input type="checkbox"/>	builds on my area of expertise and allows me to contribute my competence for collective good	<input type="checkbox"/>	is straight-forward and has well defined routines that I can plug in and out of, with others picking up where needed	<input type="checkbox"/>	extremely stimulating, requiring creativity and providing opportunity to learn and grow	<input type="checkbox"/>	doesn't involve a lot of dumb questions from customers or colleagues	<input type="checkbox"/>	challenging, but within my current capabilities based on the training I've received	<input type="checkbox"/>	is extremely challenging and varied – and never involves doing the same thing twice
<b>4. One of the things I would consider about a possible new employer is . . .</b>	<input type="checkbox"/>	the opportunity for personal financial upside through bonus and stock	<input type="checkbox"/>	whether the hiring process is quick and easy – with few required qualifications	<input type="checkbox"/>	the quality of the long-term career development options – whether they represent a steady predictable path to success	<input type="checkbox"/>	the extent to which my area of competence would contribute to the organization's success	<input type="checkbox"/>	the degree to which it would be possible to establish highly flexible arrangements including, preferably, self scheduling	<input type="checkbox"/>	whether it would provide me with a platform for self-realization and the freedom to be entrepreneurial

## What Draws You to Work? Assess Your Life's Lures (continued)

<b>5. A deal breaker for me in selecting a job would be if . . .</b>	<input type="checkbox"/>	it did not offer me a higher wage than the company down the street	<input type="checkbox"/>	the compensation philosophy didn't seem fair, including retirement benefits you can count on	<input type="checkbox"/>	the deal did not offer the possibility of significant upside compensation	<input type="checkbox"/>	I wouldn't be empowered to do the best work possible in the way I think it needs to be done	<input type="checkbox"/>	the environment did not promote collaboration and teamwork	<input type="checkbox"/>	the deal did not include generous vacation policies and cafeteria style benefits so I could get the type of support I most need
<b>6. I feel I am successful in my work if . . .</b>	<input type="checkbox"/>	I am being true to myself, expressing myself by doing something I feel is of value	<input type="checkbox"/>	my team wins and I have made a contribution to our shared success	<input type="checkbox"/>	my activities outside work don't suffer, since they are currently far more important than this job	<input type="checkbox"/>	I am making steady progress up the career ladder and saving for retirement	<input type="checkbox"/>	the boss singles me out for a spot bonus because of something I did today	<input type="checkbox"/>	I am always learning and growing through exciting new assignments
<b>7. I get really excited by . . .</b>	<input type="checkbox"/>	dreaming of how I'll plunge into work later in life, when my current external responsibilities are lessened	<input type="checkbox"/>	interacting with really bright people and recognized thought leaders	<input type="checkbox"/>	having fun with my colleagues – working hard together and celebrating	<input type="checkbox"/>	a paycheck with some overtime or a bonus payment	<input type="checkbox"/>	opportunities to build or create something with lasting value	<input type="checkbox"/>	being on a steady road to success, with training and development along the way
<b>8. In my life, work . . .</b>	<input type="checkbox"/>	is a major source of pride; based on our winning track record and my contributions to the team's success	<input type="checkbox"/>	is less important to me at the moment than my other responsibilities and interests	<input type="checkbox"/>	is my opportunity to have a lasting impact on someone or something	<input type="checkbox"/>	honestly, a hassle	<input type="checkbox"/>	is my route to upward mobility and economic security	<input type="checkbox"/>	is an adrenaline rush – one of multiple opportunities for adventure and thrills

## What Draws You to Work? Assess Your Life's Lures (continued)

<b>9. It is important to me to have a manager who . . .</b>	<input type="checkbox"/>	is competent, fair, and pays me for the work I do	<input type="checkbox"/>	is clear and up front with expectations, ties my compensation to fair goals, respects my tenure, and follows through on promises	<input type="checkbox"/>	lets me do new things based on my interests, treats me like an individual, gets rid of incompetent colleagues and knows how to have fun	<input type="checkbox"/>	helps me line up the resources I need for my work, leaves me alone to do it, keeps the bureaucrats away, and "promotes" my work its when complete	<input type="checkbox"/>	knows how to create a strong team, resolves any interpersonal conflicts quickly and competently, and acts as a player/ coach to get the job done successfully	<input type="checkbox"/>	understands that life is complicated for me now, is empathetic and willing to help me arrange a flexible schedule, but sees my longer-term potential
<b>10. It is important to me to work for a company that . . .</b>	<input type="checkbox"/>	is financially stable and secure	<input type="checkbox"/>	does work that creates things of lasting value or that have social significance	<input type="checkbox"/>	pays well and isn't full of jerks	<input type="checkbox"/>	values its employees and has an empathetic and caring employee value proposition	<input type="checkbox"/>	is "hot" and carries the possibility of significant financial upside	<input type="checkbox"/>	is known for its excellence and wins in the marketplace

**NEXT:**

**Turn to the next page for scoring and feedback**

## What Draws You to Work? Assess Your Life's Lures (continued)

**Scoring key:** Transfer your answers from the quiz to the scoring key below.

<b>1. I like performing tasks when . . .</b>	<input type="checkbox"/> <b>FS</b>	how to do the task well is clear and easy to learn	<input type="checkbox"/> <b>LO</b>	how to do the task is unknown and open ended, requiring that we pioneer new approaches	<input type="checkbox"/> <b>IE</b>	my team collectively possesses the skill and knowledge to perform the task, although I may only know one piece	<input type="checkbox"/> <b>SP</b>	the task is easy	<input type="checkbox"/> <b>EL</b>	the task itself is ambiguous and I personally need to figure out both what it might become and how to do it	<input type="checkbox"/> <b>RR</b>	the approach for doing the task well has been determined by others and taught to me
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<b>3. I like work that is . . .</b>	<input type="checkbox"/> <b>IE</b>	builds on my area of expertise and allows me to contribute my competence for collective good	<input type="checkbox"/> <b>FS</b>	is straight-forward and has well defined routines that I can plug in and out of, with others picking up where needed	<input type="checkbox"/> <b>EL</b>	extremely stimulating, requiring creativity and providing opportunity to learn and grow	<input type="checkbox"/> <b>LO</b>	doesn't involve a lot of dumb questions from customers or colleagues	<input type="checkbox"/> <b>SP</b>	challenging, but within my current capabilities based on the training I've received	<input type="checkbox"/> <b>RR</b>	is extremely challenging and varied – and never involves doing the same thing twice
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### Feedback

Add the total number of checks you made for each of the categories below. Then multiply each number by 10 to get the percentage. Finally, read about your Life Lure preferences.

<b>EL:</b>	_____	*	10	=	_____ %	<b>Expressive Legacy:</b> Work is about creating something with lasting value.
<b>SP:</b>	_____	*	10	=	_____ %	<b>Secure Progress:</b> Work is about upward mobility; a predictable, upward path to success.
<b>IE:</b>	_____	*	10	=	_____ %	<b>Individual Expertise and Team Victory:</b> Work is an opportunity to be a contributing member of a winning team.
<b>RR:</b>	_____	*	10	=	_____ %	<b>Risk with Reward:</b> Work is an opportunity for challenge, change, learning, and, maybe, wealth.
<b>FS:</b>	_____	*	10	=	_____ %	<b>Flexible Support:</b> Work generates a livelihood but not currently a life priority.
<b>LO:</b>	_____	*	10	=	_____ %	<b>Limited Obligations:</b> Work's value is largely its near-term economic gain.
<b>10 TOTAL NO. OF CHECKS</b>					<b>100%</b>	