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

<table>
<thead>
<tr>
<th>Career Orientation</th>
<th>Primary Motives/Values</th>
<th>Rewards</th>
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| **Managerial:** Orientation characterized by regular promotions in increasingly more complex leadership roles and responsibilities. | • Power  
• Leadership competence  
• Influence  
• Control  
• Persuasion | • Title  
• Promotion  
• Authority  
• Perks  
• Span of control |
| **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. | • Recognition  
• Autonomy  
• Technical competence  
• Professional development  
• Security  
• Expertise  
• Innovation | • Continuing education  
• Job security  
• Benefits  
• Professional association involvement  
• Cutting edge tools and technology |
| **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 | • Professional growth  
• Continuous learning  
• Innovation  
• Change  
• Diversity of tasks | • Job rotation  
• Project management roles  
• Educational reimbursement  
• Cross-training  
• Mentoring others |
| **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. | • Independence  
• Achievement  
• Risk-taking  
• Challenge  
• Self-control  
• Creativity  
• Self-management | • Pay for performance  
• Bonuses  
• Contract work  
• Flexible schedules  
• Consulting Assignments |