

# What kind of career animal are you ?

To find your career animal personality, please complete the quiz below , mark the answer that appeals to you most and then score yourself to find out what this says about your career motivations.

1. The type of company I work for will ideally be
  - A. Successful
  - B. Stable
  - C. Free of hierarchy
  - D. Flexible
  - E. Entrepreneurial
2. To get the best from me a boss would need to
  - A. Tell others about my good work
  - B. Recognise my loyalty and commitment
  - C. Leave me alone!
  - D. Be prepared to give and take
  - E. Give me interesting work
3. The salary I earn is important to me because
  - A. It reflects my status in the organization
  - B. It shows that I am appreciated
  - C. It reflects how good I am at my job
  - D. It allows me to finance the rest of my life
  - E. It's not important to me
4. When I start a new job I
  - A. Make sure everyone knows I have arrived
  - B. Ask my boss for an induction plan
  - C. Try to find out "how things work around here"
  - D. Get on with the task in hand
  - E. Talk to everybody that is connected to my job
5. At work others would describe me as
  - A. A driven person
  - B. A company person
  - C. My own person
  - D. A family person
  - E. A restless person
6. The type of work I do needs to
  - A. Have significance
  - B. Be needed
  - C. Be the work I want to do
  - D. Fit with my other responsibilities
  - E. Be challenging
7. I prefer to work
  - A. As part of the "inner circle"
  - B. With people I know and trust
  - C. Alone
  - D. With people I choose to work with
  - E. At the centre of the action
8. When things change in the organization
  - A. I see it as an opportunity to get noticed
  - B. I feel unsettled but actually adapt fairly easily
  - C. Get concerned to protect my own interests
  - D. Get frustrated if it affects my life outside of work
  - E. I feel excited

To find out more contact [Michelle@greenfieldsconsultancy.co.uk](mailto:Michelle@greenfieldsconsultancy.co.uk)

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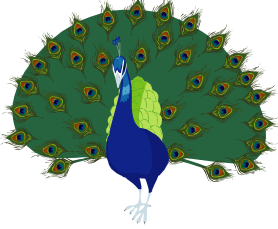


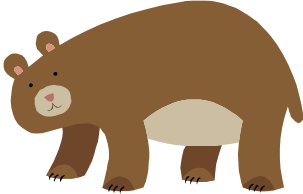

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9. I would describe my approach to Training & Development as
- A. I choose the training which will help raise my profile
  - B. The organization knows best what I need
  - C. I know best what I need
  - D. I choose the training that fits in to the rest of my job and life
  - E. Love it all !
10. I learn best when
- A. I can shadow someone I respect
  - B. There is a structured programme for me to follow in a set period of time
  - C. I can manage my own learning
  - D. I can "dip in" and "dip out" according to the amount of time and energy I have
  - E. I am intrigued by the topic
11. So far I would describe my career as
- A. Impressive
  - B. Steady
  - C. Maverick
  - D. Interesting
  - E. Exciting
12. My primary goal from work is
- A. To be successful
  - B. To give me stability
  - C. To give me freedom
  - D. To give me choice
  - E. To give me interest

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<p><b>Mostly A's :</b></p> 	<p><b>Peacocks</b> need to be recognized as important by their organization. Therefore they will be drawn to organizations and to roles that will provide them with a sense of kudos and status</p>
<p><b>Mostly B's :</b></p> 	<p><b>Dogs</b> seek a sense of belonging and security. They will be drawn to organizations that provide praise, appreciation and recognition in return for hard work, loyalty and flexibility .</p>
<p><b>Mostly C's :</b></p> 	<p><b>Kestrels</b> are free spirits they need to have control over what they do and will work hard to achieve this. They will be only be drawn to organizations that encourage autonomy and in fact they are more likely to set up in business themselves.</p>
<p><b>Mostly D's :</b></p> 	<p><b>Bears</b> want to achieve a sense of balance between work and home, relationships and personal space. They are likely to be drawn to do interesting work in a culture that respects both quality and timeliness.</p>
<p><b>Mostly E's :</b></p> 	<p><b>Cats</b> are driven by their curiosity and their low boredom threshold, they like to be "where it's at". They are likely to be drawn to organizations that are operating at the leading edge of their field or where there is opportunity for considerable personal development.</p>

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