



Introduction	v
Career Development	1
The “Internal Career” and Career Anchors	1
External Career Stages and Career Movement	2
Development of the Career Anchor in the Internal Career	3
The Eight Career Anchor Categories	7
Identifying Career Anchors Through Career History Analysis	27
Career Planning Interview Questions	28
Reconciling the Self-Assessment Scores with the History Review	34
Common Questions	34
Job/Role Analysis	37
Analyzing Your Present Job	37
Analyzing Possible Future Jobs	43
Job/Role Planning for Future Career Options	51
Self-Assessment of Future Job/Role Requirements	53
Developmental Implications and Next Steps	57
References and Additional Resources	61

<http://www.pbookshop.com>