

Chapple Career Check-up

Name:
Direct Line:

Current Job Title:
Mobile:

Email:
Home Tel:

a) **Values** are the principles you live your life by. In the first column of boxes, tick your top 6 values¹. In the second column, put a tick *if* your current working environment supports them.

| | Your values | Current Environment |
|---------------------------------------|--------------------------|--------------------------|
| Achievement | <input type="checkbox"/> | <input type="checkbox"/> |
| Balance | <input type="checkbox"/> | <input type="checkbox"/> |
| Being an expert | <input type="checkbox"/> | <input type="checkbox"/> |
| Belonging | <input type="checkbox"/> | <input type="checkbox"/> |
| Challenge | <input type="checkbox"/> | <input type="checkbox"/> |
| Competition | <input type="checkbox"/> | <input type="checkbox"/> |
| Contact with people | <input type="checkbox"/> | <input type="checkbox"/> |
| Enthusiasm | <input type="checkbox"/> | <input type="checkbox"/> |
| Excitement | <input type="checkbox"/> | <input type="checkbox"/> |
| Freedom | <input type="checkbox"/> | <input type="checkbox"/> |
| Friendship | <input type="checkbox"/> | <input type="checkbox"/> |
| Fun | <input type="checkbox"/> | <input type="checkbox"/> |
| Health | <input type="checkbox"/> | <input type="checkbox"/> |
| Helping others | <input type="checkbox"/> | <input type="checkbox"/> |
| Honesty | <input type="checkbox"/> | <input type="checkbox"/> |
| Independence | <input type="checkbox"/> | <input type="checkbox"/> |
| Influence | <input type="checkbox"/> | <input type="checkbox"/> |
| Learning | <input type="checkbox"/> | <input type="checkbox"/> |
| Money | <input type="checkbox"/> | <input type="checkbox"/> |
| Peace | <input type="checkbox"/> | <input type="checkbox"/> |
| Place of work | <input type="checkbox"/> | <input type="checkbox"/> |
| Power | <input type="checkbox"/> | <input type="checkbox"/> |
| Professionalism | <input type="checkbox"/> | <input type="checkbox"/> |
| Profitability | <input type="checkbox"/> | <input type="checkbox"/> |
| Recognition | <input type="checkbox"/> | <input type="checkbox"/> |
| Respect | <input type="checkbox"/> | <input type="checkbox"/> |
| Risk | <input type="checkbox"/> | <input type="checkbox"/> |
| Self worth | <input type="checkbox"/> | <input type="checkbox"/> |
| Structure | <input type="checkbox"/> | <input type="checkbox"/> |
| Success | <input type="checkbox"/> | <input type="checkbox"/> |
| Trust | <input type="checkbox"/> | <input type="checkbox"/> |
| Variety | <input type="checkbox"/> | <input type="checkbox"/> |
| Vision | <input type="checkbox"/> | <input type="checkbox"/> |
| Working for a well-known organisation | <input type="checkbox"/> | <input type="checkbox"/> |
| Other (Please state) | <input type="checkbox"/> | <input type="checkbox"/> |

¹ If you're completing this questionnaire on a PC rather than with pen & paper, you may want to copy & paste this tick: ✓ to replace the tick boxes above

b) Using your favoured Abilities. List in the first column below the 10 abilities or skills you possess that you most enjoy using and decide how well they are being utilised in your current position. Tick the appropriate column:

| Skill/Ability | Not being used at all | Not being used enough | Being used sufficiently | Being used too much | Being used wrongly |
|---------------|-----------------------|-----------------------|-------------------------|---------------------|--------------------|
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c) Your Work Environment is the framework and style of company in which you operate. Getting a good fit between your preferred environment and the culture of the organisation in which you work is an important contributory factor to your overall work satisfaction. Complete the table below to assess how good your current fit is.

| | Not ideal | OK | Ideal |
|---|-----------|----|-------|
| Age and type of people | | | |
| Amount of creativity or freedom allowed within your job | | | |
| Amount of fun and/or socialising with colleagues | | | |
| Amount of teamwork involved | | | |
| Attractiveness of office environment | | | |
| Balance of operational vs strategic tasks | | | |
| Challenge level of your work | | | |
| Clarity of vision or direction | | | |
| Company size | | | |
| Competitiveness of environment | | | |
| Degree of customer interface | | | |
| Degree of structure & hierarchy | | | |
| Degree of work flexibility | | | |
| Formality/Informality level | | | |
| General/specificness of your role | | | |
| Investment in your development | | | |
| Politics | | | |
| Structure | | | |
| Work/Life balance | | | |
| Other (specify _____) | | | |

d) Your Future

Bearing in mind the results of the Value, Abilities & Work environment exercises above, how good is the fit between you and your current role?

Why?

What are your long term goals?

What features make up your ideal next career step?

What 2-3 aspects of your current job would you like to drop/reduce in your next role?

What 2-3 aspects of your current job would you like more of in your next role?

What next?

You have a number of options

- a) Stay in your current job & feel comfortable or uncomfortable about it
- b) Realise you need a role change within your organisation. Talk to the relevant people
- c) Realise you need to move on from your current organisation

If you find yourself considering option c) call Chapple on 020 7384 3092 to discuss how we can help you with a Career Review and perhaps a career move.