



# CAREER NEEDS ASSESSMENT

SELF-REALISATION

GROWTH

CONTRIBUTION

SOCIAL NEEDS

BASIC NEEDS

## Are your career needs being met?

Rate each statement from 1 to 5 to identify which career needs feel most fulfilled and which may need more attention.





# 1 Basic Needs

|                          |                 |               |              |                       |
|--------------------------|-----------------|---------------|--------------|-----------------------|
| 1                        | 2               | 3             | 4            | 5                     |
| <i>Strongly disagree</i> | <i>Disagree</i> | <i>Unsure</i> | <i>Agree</i> | <i>Strongly agree</i> |

|    |                                                                                           |                          |                          |                          |                          |                          |
|----|-------------------------------------------------------------------------------------------|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|
| Q1 | My income meets my needs and allows me to live without financial stress.                  | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| Q2 | My job feels secure enough not to feel threatened by the possibility of losing my income. | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| Q3 | I have sufficient autonomy to choose when, where, and how I work.                         | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| Q4 | I have the support I need to perform at my best.                                          | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |

*Add the four selected ratings to calculate your Basic Needs score.*

*Maximum possible score = 20.*

Total:



# 2 Social Needs

|                              |                 |               |              |                           |
|------------------------------|-----------------|---------------|--------------|---------------------------|
| 1                            | 2               | 3             | 4            | 5                         |
| <i>Strongly<br/>disagree</i> | <i>Disagree</i> | <i>Unsure</i> | <i>Agree</i> | <i>Strongly<br/>agree</i> |

|    |                                                                                           |                          |                          |                          |                          |                          |
|----|-------------------------------------------------------------------------------------------|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|
| Q5 | I feel included and accepted by the people I work with.                                   | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| Q6 | I have at least one genuine connection at work that goes beyond surface-level politeness. | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| Q7 | I feel safe enough to speak up, disagree, or ask for help.                                | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| Q8 | I feel a sense of shared purpose with the people I work with.                             | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |

*Add the four selected ratings to calculate your Social Needs score.*

*Maximum possible score = 20.*

Total:



# 3 Contribution

|                              |                 |               |              |                           |
|------------------------------|-----------------|---------------|--------------|---------------------------|
| 1                            | 2               | 3             | 4            | 5                         |
| <i>Strongly<br/>disagree</i> | <i>Disagree</i> | <i>Unsure</i> | <i>Agree</i> | <i>Strongly<br/>agree</i> |

|     |                                                     |                          |                          |                          |                          |                          |
|-----|-----------------------------------------------------|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|
| Q9  | My manager genuinely wants me to succeed.           | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| Q10 | I receive praise and recognition for good work.     | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| Q11 | My contributions and opinions are valued by others. | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| Q12 | I believe I am making a valuable contribution.      | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |

*Add the four selected ratings to calculate your Contribution score.*

*Maximum possible score = 20.*

Total:



# 4 Growth

|                              |                 |               |              |                           |
|------------------------------|-----------------|---------------|--------------|---------------------------|
| 1                            | 2               | 3             | 4            | 5                         |
| <i>Strongly<br/>disagree</i> | <i>Disagree</i> | <i>Unsure</i> | <i>Agree</i> | <i>Strongly<br/>agree</i> |

|     |                                                                                                |                          |                          |                          |                          |                          |
|-----|------------------------------------------------------------------------------------------------|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|
| Q13 | My work allows me to do what I do best every day.                                              | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| Q14 | My work challenges me enough to keep developing without being overwhelmed.                     | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| Q15 | My work gives me the space to be creative and try new ideas.                                   | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| Q16 | I have opportunities to learn and grow in a direction that feels authentic and relevant to me. | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |

*Add the four selected ratings to calculate your Growth score.*

*Maximum possible score = 20.*

Total:



# 5 Self-realisation

|                              |                 |               |              |                           |
|------------------------------|-----------------|---------------|--------------|---------------------------|
| 1                            | 2               | 3             | 4            | 5                         |
| <i>Strongly<br/>disagree</i> | <i>Disagree</i> | <i>Unsure</i> | <i>Agree</i> | <i>Strongly<br/>agree</i> |

|     |                                                                            |                          |                          |                          |                          |                          |
|-----|----------------------------------------------------------------------------|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|
| Q17 | My work is moving me closer to realising my full potential.                | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| Q18 | I feel that what I do matters.                                             | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| Q19 | My work allows enough time and energy for the things that matter the most. | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| Q20 | My work allows me to live by my values and be who I genuinely am.          | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |

*Add the four selected ratings to calculate your Self-Realisation score.*

*Maximum possible score = 20.*

Total:



## Questions worth asking yourself



Which level has your lowest score?



Which single statement scored lowest? What career need is most unfulfilled?



What is this costing you - in energy, mood, wellbeing, life outside of work?



What can you do to improve this score by just one point?

*If this was useful, pass it on!*

*Someone out there might need to see this today.*



*Follow **The Career School** for honest conversations about careers, work, and everything in-between.*