Table A1

*The Career Role Model: Six Career Roles.*

|  |  |
| --- | --- |
|  | Organizational performance domains |
| ExploitationProduction, results | ExplorationInnovation, change |
| **Dominant Personal motives** |  |
| Distinction motivesAutonomy / Agency*Self – assertion* | **Maker** | **Expert** |
| *Integration motives**Connectedness, Belonging,**Cooperation, Sharing* | **Presenter** | **Guide** |
| ***Structure motives****Collective meaning, Cohesion,* *Institutional Structure* | **Director** | **Inspirer** |

*Note.* From “A career roles model of career development” by H. A. Hoekstra, 2011, *Journal of Vocational Behavior, 78,* (2), 159-735. Copyright 2011 by Elsevier. Adapted with permission.