

## Identification of Career Anchors in the context of the Portuguese Air Force

### **ABSTRACT**

This study aimed to identify a career anchors profile of Portuguese Air Force and how this profile varies depending on the category, functional content and other demographic variables. Considering the structure of career anchors defended by Schein (1996), the Career Orientations Inventory was applied to a convenience sample of 445 military personnel from the Portuguese Air Force. It is an exploratory quantitative study, using exploratory factor analysis and structural equation modeling. Despite the anchors Lifestyle, Pure Challenge and Service/Dedication to a Cause presented the highest average values in the responses were the items corresponding to the Pure Challenge anchors and security/stability that explain the higher variance of the data. In the analysis of moderating relations confirmed the influence on career anchors structure of Portuguese Air Force, under the influence of various demographic factors such as gender, age, type of employment, military category and functional area. The implications of the results and suggested for future research were discussed.

**KEY WORDS:** Career anchor, Military, Portuguese Air Force