**Work Orientation: A Proposal of the Internal Model –Evidences of Three Dimensions**

**LILIANA PITACHO**

Centre for Public Administration & Public Policies

School of Social and Political Sciences

University of Lisbon, Portugal

Rua Almerindo Lessa

1300-663 Lisboa – Portugal

ORCID -ID: <https://orcid.org/0000-0001-6008-3475>

[lpitacho@iscsp.ulisboa.com](mailto:lpitacho@iscsp.ulisboa.com)

[Corresponding Author]

**PATRICIA JARDIM DA PALMA**

Centre for Public Administration & Public Policies

School of Social and Political Sciences

University of Lisbon, Portugal

Rua Almerindo Lessa

1300-663 Lisboa – Portugal

ORCID-ID: <https://orcid.org/0000-0003-0759-5011>

[ppalma@iscsp.ulisboa.pt](mailto:ppalma@iscsp.ulisboa.pt)

**PEDRO CORREIA**

Centre for Public Administration & Public Policies

School of Social and Political Sciences

University of Lisbon, Portugal

Rua Almerindo Lessa

1300-663 Lisboa – Portugal

ORCID – ID: <https://orcid.org/0000-0002-3111-9843>

[pcorreia@iscsp.ulisboa.pt](mailto:pcorreia@iscsp.ulisboa.pt)

**Acknowledgments**: This work was supported by University of Lisbon.

**Declaration of Conflicting Interests**: The authors declared no potential conflicts of interest with respect to the research, authorship, and publication of this article.