Work Values Exercise

Rate each of the following values based on how important you would like each to be in your work using the following scale:

1 = Not Important At All
2 = Not Very Important
3 = Somewhat Important
4 = Very Important

Category I: Content of Work

___ My work is challenging.
___ My work involves decision-making.
___ I have autonomy in my work; I set my own work priorities.
___ My work requires me to be a leader or a supervisor to others.
___ My work is detail oriented.
___ My work is intellectually stimulating.
___ My work requires much creativity.
___ I am continually learning on the job.
___ My work contributes to others’ well being and helps others.
___ The are many deadlines and pressures in my work.
___ My work has much variety.
___ My work entails much self-expression.
___ My work requires a high level of responsibility for others.
___ My work involves risk.
___ My work includes much adventure.
___ I do the same daily routine in my work.

Category II: Benefits of My Work

___ I earn a large salary for my work.
___ People respect me for the work that I do.
___ There is room for advancement and promotion.
___ My work has integrity.
___ I am perceived as influential or powerful because of my position.
___ My work gives back to the community.

___ People admire or look up to me for the work that I do.

Category III: My Work Environment

___ My work day is flexible, and I can set my own schedule.
___ It is quiet so I can focus on my work.
___ There is diversity among the people with whom I work.
___ I work indoors in a pleasant setting.
___ My work environment is fast-paced.
___ I am safe in my work environment.
___ The pace where I work is relaxed.
___ I work with the public frequently; I interact with many people.
___ My workday is predictable.
___ I work outdoors.

Category IV: The People with Whom I Work

___ I work frequently with co-workers in teams.
___ I trust my co-workers.
___ My colleagues and I are very competitive.
___ There is harmony among my colleagues.
___ My co-workers care about me.
___ Humor is important to my colleagues and me.
___ My colleagues are very similar to me.
___ My co-workers are loyal.
___ My colleagues let me work on my own and do not interrupt me when I am working.
___ My colleagues appreciate individualism.
___ My colleagues differ from me, and I learn from our differences.

Adapted from Stanford University Career Development Center’s “Values Inventory.” Anne Greenblatt, 2000
Once you have finished rating each item, review the list to come up with your top 10 values. Consider each value’s specific meaning to you.

<table>
<thead>
<tr>
<th>Value</th>
<th>Specific Meaning to You</th>
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<tbody>
<tr>
<td>Example 1:</td>
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<tr>
<td><em>Intellectually Stimulating</em></td>
<td>I will have to research and learn new ideas as part of my job, as well as present and defend those ideas to co-workers or clients</td>
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<td>Example 2:</td>
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<tr>
<td><em>Co-workers in Teams</em></td>
<td>I will get along well with my co-workers, and we will frequently have to work together on projects.</td>
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</tbody>
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1. __________________________
2. __________________________
3. __________________________
4. __________________________
5. __________________________
6. __________________________
7. __________________________
8. __________________________
9. __________________________
10. __________________________

• Now, look back at the four categories: Content, Benefits, Environment and People. Which category is most important to you?

• As you identify and research careers, keep the most important value category in mind; you will want to make sure that the career path you choose matches well with what you value.