

WORK VALUES



UNIVERSITY of
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STUDENT LIFE
Career Services

Introduction:

A value is a principal or standard that is held in high esteem by an individual and is related to all aspects of one's personal and work life. You may have values around family, work, spiritual, leisure, personal, etc. In this exercise you will focus on your work values. As you rank each value, think about how important the value is to you in a work setting.

As you consider your work related values, keep in mind that there are no right or wrong work values; rather it is a process of identifying what matters most to *you* rather than someone else.

Work Values Exercise

Rate each of the following values on a scale from "1" to "5" with "5" being a most important work related value to you and "1" being not important. At the end of the list add any additional values that are important to you and rank them, too.

Advancement	Be able to get ahead rapidly, gaining opportunities for growth and seniority from work well-done.
Adventure/Risk-taking	Have duties which involve frequent physical, financial or social risk-taking.
Aesthetics	Be involved in studying or appreciating the beauty of things, ideas, etc.
Affiliation	Be recognized as an employee of a particular organization.
Altruism/Help Society	Do something to contribute to the betterment of the world or a greater good.
Balance	Have a job that allows time for family, leisure, and work.
Challenge	Engage with complex questions and demanding tasks, troubleshooting and problem-solving.
Change and Variety	Have a wide range of work responsibilities frequently changing in content, setting, people and/or activities.
Community Activities	Become active in volunteering, politics, or service projects.
Competition	Engage in activities that measure my abilities against others.
Creative Expression	Be able to express my creative ideas in the arts and communication.

Competence	Demonstrate a high degree of expertise and mastery of job skills and knowledge.
Excitement	Experience a high degree of stimulation or frequent novelty and drama on the job.
Fast Pace/Time Pressure	Work in circumstances where work is done rapidly and/or there is little room for error.
Financial Reward	Earning a larger than average amount of income.
Flexibility	Work according to my time schedule.
Friendships	Develop personal relationships with people as a result of work activity.
Fun	Have opportunities to be playful and humorous at work.
Harmony/ Tranquility	Avoid pressures and stress in job role and work setting and seek harmonious relationships.
Help Others	Be involved in helping or being of service to people directly, either individually or in groups.
Independence/Autonomy	Be able to determine the nature of work without significant direction from others; not have to follow instructions or conform to regulations.
Influence People	Be in a position to influence attitudes or opinions of other people.
Knowledge/ Research	Develop new information and ideas. Engage in pursuit of knowledge, truth and understanding.
Leadership	Direct, manage, or supervise the work done by others.
Location	Live somewhere conducive to my lifestyle, leisure, learning, and work life.
Make Decisions	Have the power to decide courses of action, policies, etc or make decisions regarding the work activities of others.
Moral/Spiritual Fulfillment	Feel that my work is consistent with my ideals or moral code.
Personal Growth	Have work which enables me to grow as a person.
Physical Challenge	Have a job that requires bodily strength, speed, dexterity, or agility.
Public Contact	Have a lot of day-to-day contact with people.
Recognition	Get positive feedback and public credit for work well done.

Security	Have a stable work environment and reasonable financial reward.
Stability	Have a work routine and job duties that are largely predictable and not likely to change over a long period of time.
Status/ Prestige	Gain the respect of friends, family and or the community by the nature and/ or level of responsibility of my work.
Teamwork	Have close working relations with group; work as team for common goals
Work Alone	Do projects by myself, with little contact with others.

After reviewing all of your values above, prioritize in order of importance your top five.

- 1.
- 2.
- 3.
- 4.
- 5.

1. What kind of work situation would you be willing to work for less average pay because you would love the work so much?

2. What is your dream job/career?

3. How do you see your top five values expressed in your work?