

Work Values

The following list describes a variety of satisfactions people obtain from their jobs. This list and the following process may help you clarify your values (what is important to you) in relation to the world of work.

DIRECTIONS:

Read each definition and check the items you would like as part of your ideal job.

Review the items you have checked, and identify the 10 items you want most.

Review these 10 items and prioritize them (1 as most important, 10 as least important).

- Help Society:** Do something to contribute to the betterment of communities or the world.
- Help Others:** Be involved in helping people in a direct way, either individually or in a small group.
- Esthetics:** Make beautiful things and contribute to the beauty of the world.
- Creativity (general):** Create new ideas, programs, products, organizational structures or anything else not following a format previously developed by others.
- Work Alone:** Do projects by myself, without any significant amount of contact with others.
- Public Contact:** Have a lot of day-to-day contact with people.
- Work With Associates:** Have close working relationships with a group; work as a team toward common goals.
- Friendships:** Develop close personal relationships with people as a result of my work activities, get along well with (perhaps even socialize off hours with) my colleagues.
- Competition:** Engage in activities that pit my abilities against others where there are clear "win" and "lose" outcomes.
- Knowledge:** Engage myself in the pursuit of knowledge, truth, and understanding for knowledge sake.
- Intellectual status:** Be regarded as a person of high intellectual powers or as one who is an acknowledged "expert" in a given field.
- Recognition:** Be recognized by others for my quality of work in some visible or public way.
- Achievement:** Have personal satisfaction and a feeling of accomplishment in position.
- Supervisory Relationship:** Have a fair supervisor with whom I get along well.
- Power and Authority:** Work which permits me to plan, lay out, supervise, and be directly responsible for the work activities or (partially) the destinies of other people.
- Make Decisions:** Have the power to decide courses of action, policies, etc.
- Fast Pace:** Work in circumstances where there is a high pace of activity, work must be done rapidly.
- Excitement:** Experience a high degree of (or frequent) excitement in the course of my work.
- Adventure:** Have work duties that involve frequent risk-taking.
- Change and Variety:** Have work responsibilities that frequently change their content and setting.
- Independence:** Be able to determine the nature of my work and how I approach it without significant direction from others; do not have to do what others tell me to do.
- Time Freedom:** Have work responsibilities that I can fulfill according to my own schedule; no specific working hours required.
- Way of Life:** Position that allows me to maintain my own identity in the workplace in terms of dress, speech, decorating my office, listening to music, eating at my desk, etc.
- Location:** Find a place to live (town, geographical area) which is conducive to my lifestyle and affords me the opportunity to do the things I enjoy most.
- Surroundings:** Have an environment (physically) which appeals to me in terms of temperature, noise level, ability for privacy, view from office, cleanliness, newness of building, furniture, decorating, etc.
- Stability:** Have work routine and job duties that are largely predictable and not likely to change over a long period of time.
- Security:** Be assured of keeping my job and a reasonable financial reward.
- Profit/Gain:** Have a strong likelihood of accumulating large amounts of money or other material gain.