

Name _____

Date _____

Work Values Assessment



Introduction: Identifying your personal values is an important part of a successful career plan. In this context, the word "value" refers to how you feel about the work itself and the contribution it makes to society. Most people who pursue work that is congruent with their values feel satisfied and successful in their careers.

Work values can be divided into two functional categories. **Intrinsic** values are those that relate to a specific interest in the activities of the work itself, or to the benefits that the work contributes to society. **Extrinsic** values relate to the favorable conditions that accompany an occupational choice, such as physical setting, earning potential, and other external features. Most people, in order to feel truly satisfied with their work, must find some personal intrinsic value in it.

Directions: The following is a list of personal values that many people have identified as being important to them in their careers. To begin exploring your own personal work values, rate each value listed with the following scale and add other values you consider essential to your list.

- 1 - Things I value VERY MUCH
- 2 - Things I VALUE
- 3 - Things I DON'T VALUE very much

Help Society	Do something which contributes to improving the world we live in
Help Others	Be directly included in helping other people, either individually or in small groups
Public Contact	Have a lot of day-to-day contact with the public
Work with Others	Work as a team member toward common goals
Work Alone	Do projects by myself, with limited contact with others
Competition	Engage in activities which pit my abilities against others
Make Decisions	Have the power to decide courses of action and policies
Work Under Pressure	Work in situations where time pressure is prevalent
Influence People	Be in a position to influence the attitudes or opinions of other people
Knowledge	Engage in the pursuit of knowledge and understanding
Work Mastery	Become an expert in whatever work I do
Artistic Creativity	Engage in creative artistic expression
General Creativity	Have the opportunity to create new programs, materials, or organizational structures

Aesthetics	Participate in studying or appreciating the beauty of things, ideas, etc.
Supervision	Have a job in which I am directly responsible for the work of others
Change and Variety	Have work activities which frequently change
Precision Work	Work in situations where attention to detail and accuracy are very important
Stability	Have a work routine and job duties that are largely predictable
Security	Be assured of keeping my job and receiving satisfactory compensation
Recognition	Be publicly recognized for the high quality of my work
Fast Pace	Work in circumstances where work must be done rapidly
Excitement	Experience a high degree of (or frequent) excitement in the course of my work
Adventure	Have work duties which require frequent risk-taking
Financial Gain	Have a high likelihood of achieving very great monetary rewards for my work
Physical Challenge	Do activities that use my physical capabilities
Independence	Be able to determine the nature of my work without significant direction from others
Moral Fulfillment	Feel that my work contributes to a set of moral standards which I feel are very important
Community	Live where I can participate in community affairs
Time Freedom	Be able to work according to my own schedule

Add others which are important to you.

My 5 Most Essential Values	
1.	
2.	
3.	
4.	
5.	