

# Work Values

## 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, trouble-shooting 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.
___ Creativity	Create new ideas, programs, organized structures, or anything else that is unique and novel or not following a format developed by others.
___ 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 a 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.
___ Other value	_____
___ Other value	_____
___ Other value	_____

After reviewing all of your #5 values (most important to you), prioritize them by selecting your highest five work related values that you want incorporated into your future jobs.

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Work values may change in time. Have your values changed over time?

How do you anticipate your top values may change in the future?

Is it important to you that the organization you work for shares your values?

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

In what kind of work situations would you be willing to work for less than average pay?

In addition to work values, people find fulfillment of values in hobbies, family life, community activities, etc. If you listed some “other” values that were not in your top five prioritized values for work, how do you want to incorporate them into your life?

Hobbies \_\_\_\_\_

Family life \_\_\_\_\_

Community activities \_\_\_\_\_

Other \_\_\_\_\_