**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. |  |
| 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 regulation.  |  |
| 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 conductive 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 your top five in order of importance.

1.

2.

3.

4.

5.

* What kind of work situation would you be willing to work for less average pay because you would love the work so much?
* What is your dream job/career?
* How do you see your top five values expressed in your work?

*Adapted from University of Denver*

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