Work Values
For your work to be satisfying, it must be compatible with your values. For some people, money, power, and status make a job rewarding. Others must experience meaning or purpose in the work for a job to be satisfying. The following exercises contain lists of work and personal values that could form the basis of your career planning decisions.

Directions
Rate each work value using the following scale:
1 = Very important to have in my work
2 = Somewhat important to have in my work
3 = Unimportant to have in my work

A. Work conditions may permit or require the following:
___ Independence/autonomy—doing what you want to do without much direction from others
___ Time flexibility—arranging your own hours, working according to your own time schedule
___ Change/variety—performing varying tasks in a number of different settings
___ Change/risk—performing new tasks or leading new programs that challenge the established order and may be initially resisted
___ Stability/security—working in a secure job that pays you reasonably well
___ Physical challenge—performing dangerous tasks that challenge your physical capabilities
___ Physical demands—performing physically strenuous but relatively safe activities
___ Mental challenge—performing demanding tasks that challenge your intelligence and creativity
___ Pressure—performing in a highly critical environment with constant deadlines
___ Precise work—performing prescribed tasks that leave little room for error
___ Decision making—choosing what to do and how to do it

B. Individuals work for the following purposes:
___ To pursue truth and knowledge
___ To acquire expertise and authority
___ To use creativity and innovativeness
___ To foster aesthetic appreciation
___ To make social contributions
___ To acquire material gain
___ To seek recognition
___ To promote ethics and morality
___ To seek spiritual and transpersonal gain

C. Relationships at work may involve the following:
___ Working alone—doing assignments by yourself, with minimal contact with other people
___ Public contact—interacting in predictable ways with a continuous flow of people
___ Developing close friendships with coworkers
___ Group membership—belonging to a group with a common purpose or interest
___ Helping others
___ Influencing others
**Personal Values**

Every time you choose to do one thing over another, you make a value judgment. Choosing between two or more conflicting values that are of major importance to you can be extremely difficult (e.g., career values may conflict with family and friendship values). You can make these decisions more effectively if you know your most important values. When your actions are in harmony with your values, you will feel more in control of your life and more satisfied with your decisions. The following exercise will help you better understand your personal values and their priority.

**Directions**

Using the following scale, rank each personal value according to its importance to you and place the number that corresponds to your rating in the appropriate space to the left of each personal value. <Place a underlined space or check box in front of each Value>

1 = Very important
2 = Somewhat important
3 = Not important

___ Good health
___ Close friendships
___ A large family
___ A fulfilling career
___ A stable marriage
___ Financial comfort
___ Independence
___ Creativity
___ Organized religion
___ Having children
___ A variety of interests and activities
___ Freedom to create my own lifestyle
___ Owning a house
___ A happy love relationship
___ Fulfilling careers for my partner and me
___ Contributing to my community
___ Abundance of leisure time
___ Flexibility to choose geographic location
___ A stable life
___ A life without stress
___ Strong religious values
___ A chance to make social changes
___ Be remembered for my accomplishments
___ Helping those in distress
___ Freedom to live where I wish
___ Time to myself
___ Enjoyment of arts, entertainment, and cultural activities
A life with many challenges
A life with many changes
Opportunity to be a leader
Good physical appearance
Opportunity to establish roots in one place
Opportunity for physical activities
An exciting life
A chance to get into politics
Live according to strong moral values
Opportunity to teach others
Write something memorable
A chance to become famous
Help others solve problems
Make lots of money

Now ask yourself the following questions and note your answers.

• Does your life right now reflect your values? Is the way you spend your time consistent with your priorities?
• If the way you spend your time is inconsistent with your priorities, how can you make it more consistent?
• Are there parts of your life that you would like to change but cannot right now? If so, what is your timetable for bringing your lifestyle more into harmony with your values?
• How do you think your most important personal values will affect your career choice?