

What are Work Values?

We all have values. Some values relate to personal lives and include things that are important like long-term relationships or caring for children. Other values relate to our work lives and include things like prestige or high pay. Values can be very powerful and should be taken into consideration when making big decisions either at home or at work.

For the purpose of our work here, we will look at work values - those elements in your life that you would like to include in the type of work you choose.

Directions: Read the list of values and put a check mark in the appropriate column.	<i>Highly Valued:</i> Really important to me.	<i>Partially Valued:</i> Nice to have but not mandatory	<i>Rarely Valued:</i> Not important
ADVENTURE: Working in a job that requires taking risks.			
AUTHORITY: Working in a job in which you are in control / important.			
COMPETITION: Working in a job where you strive for targeted sales levels or goals.			
CREATIVITY AND SELF-EXPRESSION: Use your imagination to find new ways to do something or solve problems.			
FLEXIBLE WORK SCHEDULE: Working in a job where you choose the work hours.			
HELPING OTHERS: Providing direct services to people with problems.			
HIGH SALARY: Earning a large amount of money.			
INDEPENDENCE: Deciding for yourself what work to do and how to do it. Being responsible to accomplish your work tasks.			
INFLUENCING/PERSUADING OTHERS: Able to give ideas that convince others to make decisions.			
INTELLECTUAL STIMULATION: Requiring critical thought and working through challenges.			
LEADERSHIP: Choosing projects and being able to direct, manage or supervise the activities of others.			
LEADING EDGE: Working in an area that involves innovation and emerging technologies.			

	<i>Highly Valued:</i> Really important to me.	<i>Partially Valued:</i> Nice to have but not mandatory	<i>Rarely Valued:</i> Not important
OUTSIDE WORK: Working out-of-doors.			
PHYSICAL WORK: Being involved in something that requires strength and fitness.			
PRESTIGE: Working in a job that gets you recognized in the community.			
PUBLIC CONTACT: Having a lot of contact with customers or the general public.			
PURPOSE: Having a sense that you are working to solve issues in your community or world.			
RECOGNITION: Working in a job which you receive praise and thanks from others.			
RESEARCH WORK: Search for and discover new facts, writing about topics, interviewing people for information.			
STABILITY / LOW STRESS: Doing similar tasks every day and increasing your skills at those tasks.			
TEAMWORK: Work cooperatively with others.			
TRAVEL: Working in a job that requires driving or flying to see clients.			
VARIETY: Working in a job in which your projects and duties change daily, weekly or monthly.			
WORK ALONE: Being able to accomplish tasks with little supervision or teamwork.			
WORK WITH CHILDREN or ELDERLY: Teaching or otherwise caring for children or elderly people.			
WORK WITH HANDS: Working with machines and materials to manufacture or in health care.			
WORK WITH VEHICLES and EQUIPMENT: Driving or repairing heavy equipment.			
WORK WITH NUMBERS: Working in a job where you use mathematics or statistics.			

Prioritizing Values

Directions: List the Work values that you found in the “Highly Valued” column. Then, Rank each work value 1-10, with #1 being the most important value and #10 being the least important on this list.

List the Work Values from “Highly Valued” column

Next, Rank the Values
in Your Order of 1-10

1. _____	_____
2. _____	_____
3. _____	_____
4. _____	_____
5. _____	_____
6. _____	_____
7. _____	_____
8. _____	_____
9. _____	_____
10. _____	_____

These values can be found in either your work or in your personal life. If you don't find them in your work, you should try to find them in your personal life to create a balance.