

## Self-Assessment Questionnaire: Work Values

A "value" is something that's important to you. Different careers allow you to make choices about what you value the most. People have many similar values. The difference is how important a certain value is to you. For example, you might really like to do your work alone while others might prefer to work with other people. You probably would not mind spending some time working with other people, but what you value the most is being able to work by yourself. As you get older and begin to make choices about careers, your values might change. However, your values are something you should think about now, too. If a job fits your values, you'll like it better. The list that follows can help you identify some value choices you will probably make when selecting a career. There are 20 job values arranged within groups of related values.

### Directions

Read each item carefully. Check the values that you consider important. When you are done, look at the items you checked. Decide which three are your most important values. Record your choices in the box at the end of this activity.

**Achievement:** Jobs that give these work values produce specific results. The worker knows a task has been completed. The job lets workers use their strongest abilities and gives a feeling of accomplishment when the work is done.

1. Using Ability            \_\_\_ I'd like a job where I can use my individual abilities.
2. Achieving                \_\_\_ I'd like a job where I get a feeling of accomplishment.

**Comfort:** Jobs that give these work values provide security and good working conditions.

3. Activity                 \_\_\_ I'd like a job where I am busy all the time.
4. Independence        \_\_\_ I'd like a job where I can do my work alone.
5. Variety                 \_\_\_ I'd like a job where I have something different to do every day.
6. Compensation        \_\_\_ I'd like a job where I get high pay when compared to most workers.
7. Security                \_\_\_ I'd like a job where I know I won't be laid off.
8. Working Conditions \_\_\_ I'd like a job that has good working conditions.

**Status:** Jobs that give these work values have lots of opportunities for promotions, leadership roles, and receiving respect and admiration from others.

9. Advancement         \_\_\_ I'd like a job where I can get promotions.
10. Recognition         \_\_\_ I'd like a job where the work I do is appreciated.
11. Authority             \_\_\_ I'd like a job where I give directions to other workers.

12. Social Status      \_\_\_ I'd like a job where I am looked up to by people I work with and people in the community.

**Altruism:** Jobs that give these work values provide opportunities to serve others and work with co-workers in a friendly, non-competitive setting.

13. Co-workers      \_\_\_ I'd like a job where my co-workers are easy to get along with.

14. Social Service      \_\_\_ I'd like a job where I do things for other people.

15. Moral values      \_\_\_ I'd like a job where I don't have to go against my sense of right and wrong.

**Safety:** Jobs that give these work values have managers who support the workers. This provides a predictable and stable work setting.

16. Company Policies      \_\_\_ I'd like a job where I am treated fairly by the company and Practices I work for.

17. Supervision/Human Relations      \_\_\_ I'd like a job where my supervisors back me up with management.

**Autonomy:** Jobs that give these work values allow people to work on their own and make decisions.

18. Creativity      \_\_\_ I'd like a job where I can try out my own ideas.

19. Responsibility      \_\_\_ I'd like a job where I can make decisions on my own.

20. Autonomy      \_\_\_ I'd like a job where I can work mostly on my own.

### My Top Three Work Values

My first work value choice is

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My second work value choice is

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My third work value choice is

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