

Work Values Exercise

Self Assessment

Self-Assessment: Work Values Exercise

To clarify the values most critical to your personal/professional fulfillment, the following list describes a wide variety of satisfactions that people obtain from work. Look at the values and their definitions and rate the degree of importance that you would give each using the scale below:

1 = Not important at all 2 = Not very important 3 = Reasonably important 4 = Very important

Self-rating	Value	Description
	Advancement	Getting ahead rapidly, gaining opportunities for growth and seniority from work well done
	Adventure	Having duties that involve frequent risk-taking and change
	Aesthetics	Surrounded by and/or creating beauty
	Altruism/Help Others	Helping others in a direct way and contributing to the betterment of the world
	Authenticity	Being real; being yourself
	Balance	Quality of life with room for personal and family interests
	Challenges	Engage with complex questions and demanding tasks
	Competition	Comparing your abilities to the abilities of others.
	Community activities	Become active in volunteering, politics or service projects
	Control	Controlling the activities of yourself and others
	Creativity	Having and using original ideas
	Expertise	Demonstrating a high degree of competence and mastery of job skills and knowledge
	Fast Pace	Performing in circumstances where work is done rapidly and/or there is little room for error
	Flexibility	Work according to my time schedule
	Fun	Have opportunities to be playful and humorous at work
	Growth	Ability to learn/grow professionally, contributing in new ways
	Harmony/tranquility	Avoid pressures and stress in job role and work setting and seek harmonious relationships
	Health	Maintain good physical, mental, and/or emotional health
	Independence	Making decisions without significant direction from others
	Influence	Helping to change attitudes or opinions of others
	Knowledge/research	Develop new information and ideas. Engage in pursuit of truth and understanding

(Over)

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Self-rating	Value	Description
	Leadership	Direct, manage, or supervise the work done by others
	Make Decisions	Having power to decide courses of action, policies, etc.
	Mobility	Opportunity to travel or to be out of an office
	Moral Fulfillment	Feel that your work is consistent with your ideals or moral code
	Physical Challenge	Having work that is physically challenging
	Public Contact	Having a lot of day-to-day contact with people outside work/home
	Recognition/Approval	Getting positive feedback and public credit for work well done
	Respect/Achievement	Feeling accomplished and recognized by others
	Stability	Have a work routine and job duties that are largely predictable and not likely to change over a long period of time
	Status	Gaining respect of friends, family and/or community by the nature and/or level of responsibility of your work/specific employer
	Teamwork	Working with a group of people for common goals
	Variety	Have a wide range of work responsibilities frequently changing in content, setting people and/or activities
	Wealth	Accumulating a larger than average amount of money or other material gain
	Work Alone	Working independently without significant contact with others
	Other Value	

After reviewing all the 4's (4 = Very important), pick the top 5 that you would be unwilling to compromise on in a job and you would consider your "deal-breakers":

1. _____
2. _____
3. _____
4. _____
5. _____