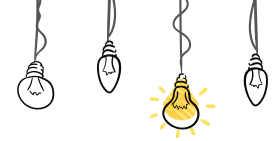


# Career Values Self-Assessment



## What are Values?

Values are beliefs or standards held in strong regard by people and related to all aspects of a person's life. Values are ideas that are important to you and guide your actions. Values guide you to make decisions and take action. You may have values that focus on personal work, family, social, and spiritual. Values are individual and can hold personal meaning and purpose to you. Work Values are those

principles that are important to a person's job satisfaction. Understanding and identifying your values is an important step in defining and setting meaningful goals and making decisions, and helpful in shaping what supports your job satisfaction. Overall, understanding your values can support a foundation of what is important to you and what contributes to your definition of meaning and success.

## What's to Think About? - Why Consider Work Values in Your Career Exploration?

- They help us understand what is important to us in terms of job satisfaction
- They help us evaluate work roles and job opportunities, and how we see them as a fit
- They give us a framework for assessing and evaluating options
- They help us see how a job and organization align with our definition of career satisfaction and motivation
- They help us see how career options incorporate what you think will be important to you in the work that you do and where you work

## Part I: Taking a Step Back - Reflective Exercise

Take a moment to respond to the following questions:

1. Share a time that you felt motivated in a job/internship. What contributed to feeling energized?

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2. What activities bring meaning and impact to your life?

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3. Can you think of a time you felt a sense of accomplishment? What made this experience feel like an accomplishment?

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4. How do you define success?

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Review your thoughts above and record below key words or statements that could be identified as important to you in your work:

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## Part II: Taking Inventory - Work Values Exercise

Review each value and consider if it is "Essential (E)", "Acceptable (A)" or "Not Important (NI)".



	<b>Achievement:</b> Occupations that are results oriented and allow employees to use their strongest skills and provide a sense of accomplishment
	<b>Advancement:</b> To move forward quickly and gain opportunities for growth through seniority
	<b>Adventure:</b> Work duties that involve risk taking
	<b>Aesthetics:</b> Appreciation in the beauty of things, people, art, nature, and surroundings
	<b>Affiliation:</b> Be recognized as part of an organization
	<b>Altruism/Help Society:</b> Contributes to greater good
	<b>Balance:</b> Job that allows for family, social, and work
	<b>Benefit Package:</b> Range of advantages an employee may receive such as insurance, vacation, sick leave, salary, etc.
	<b>Challenge:</b> Perform tasks that are difficult or require great mental or physical effort in order to be done successfully
	<b>Change/Variety:</b> Wide range of changing tasks
	<b>Community:</b> Work connected with service, politics, or community affairs
	<b>Competition:</b> Activities that can compare abilities with others
	<b>Creative Expression:</b> Express new ideas, programs, systems, etc.
	<b>Excitement/Fun:</b> Experience high degree of stimulation on the job
	<b>Fast Pace:</b> Quick pace of activity with quick outcomes
	<b>Financial Reward:</b> Earn larger than average amount of income
	<b>Harmony:</b> Avoid pressure and stress in role, people, and setting
	<b>Help Others:</b> Assist others in direct way in groups or individual
	<b>Independence:</b> Work without constant supervision; ability to make decisions without consult
	<b>Influence Others:</b> Significant impact on others to change attitude or opinion
	<b>Knowledge/Learning:</b> Gather new information and ideas
	<b>Leadership:</b> Inspire, motivate, or direct others
	<b>Location:</b> Live somewhere conducive to lifestyle
	<b>Make Decisions:</b> Have power to decide course of action/policies
	<b>Personal Growth:</b> Work that enables growth as a person
	<b>Physical Challenge:</b> Job that has physical demands that find rewarding
	<b>Public Contact:</b> Much day to day contact with people
	<b>Recognition:</b> Acknowledged for quality of work
	<b>Relationships:</b> Occupations that allow employees to provide support/service to others and have opportunities to work with others in non-competitive setting
	<b>Spiritual Fulfillment:</b> Work that is consistent with ideals or morals
	<b>Security:</b> Stable work environment and financial compensation
	<b>Stability:</b> Consistent duties that are predictable and do not change over time
	<b>Status/Prestige:</b> Gain respect of others given nature and level of work
	<b>Support:</b> Occupations that offer advocacy, resources, and guidance from management
	<b>Teamwork:</b> Close working collaborations with group
	<b>Time Freedom:</b> Complete tasks on own schedule
	<b>Travel:</b> Job has opportunity to travel
	<b>Work Alone:</b> Do projects individually with little contact with others
	<b>Working Conditions:</b> Comfortable work environment, dress code, additional amenities
	<b>Work Under Pressure:</b> Work where time pressure is significant and quality critically reviewed



Review your list of "Essential" and choose your top five work values below (in no particular order):

1. \_\_\_\_\_
2. \_\_\_\_\_
3. \_\_\_\_\_
4. \_\_\_\_\_
5. \_\_\_\_\_

How can you see these five Essential values demonstrated in your work and work setting?

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### Part III: Linking Work Values to Occupations

ONET Online has defined "Data Descriptors" that are categories of occupational information collected representing work values that are linked to occupations. Read the statements linked below and rate from a scale of 1 (High) to 6 (Low) these descriptors in order of importance.

From your list choose your top three descriptors and use ONET's Advance Search to match your work values to occupations: [onetonline.org/find/descriptor/browse/Work\\_Values](https://onetonline.org/find/descriptor/browse/Work_Values)

After you have reviewed the list, jot down a few occupations that are of interest below:

1. \_\_\_\_\_
2. \_\_\_\_\_
3. \_\_\_\_\_
4. \_\_\_\_\_
5. \_\_\_\_\_

How are your Essential values represented in these occupations and contribute to your top three ONET descriptors?

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### Part IV: Future Action Steps to Consider

- ☐ What type of future internships and volunteer experiences can you explore knowing your preferred work values?
- ☐ How do you plan to use your identified values to help set goals in your current internship or work setting?
- ☐ What are values that you would not compromise regardless of your career interests or occupation?
- ☐ Identify ways that you would like to include some of your values that you hold as important but not critical to your job satisfaction.
  - ☐ How will you like to incorporate them in other aspects of your life (social, community, academic, family, etc.)?