Work Values Clarification

What do you want from a job?

The following list describes a number of different forms of satisfaction that people look for and obtain in their chosen work. According to the definitions given for each work value, rate the degree of importance that you would assign to each one for yourself using the following scale.

1. Unimportant
2. Minimally important
3. Important
4. Very important
5. Absolutely essential to me in my job

_____ Self Direction: To work with minimal supervision, perhaps even functioning as your own boss

_____ Salary: To make a “good” salary

_____ Teamwork: To perform most of your work with colleagues/co-workers

_____ Work Alone: To work on your own most of the time

_____ Respect: To have your work respected by others

_____ Creativity: To be able to be innovative, imaginative, or original

_____ Variety: To do many different things and perhaps change job responsibilities

_____ Decision Making: To have to make important decisions

_____ Leadership: To serve as a role model and/or leader to the people who work with you

_____ Risk Taking: To have ample opportunities to take risks on the job

_____ Intellect: To challenge your intelligence and ability to learn

_____ Knowledge: To be considered a specialist in your field

_____ Authority: To have control or influence over others

_____ Responsibility: To have responsibility for the success or failure of your own projects

_____ Making a difference: To have a visible impact on individuals or on your own institution

_____ Productivity: To produce tangible results which can be seen by both yourself and others

_____ Supervision: To be responsible for directing the work of others

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Note your top priorities – what implications do these values have for your career options?