

# CAREER RELATED VALUES

Identifying your career related values is one of the most important factors in considering your career possibilities. Vital questions to explore:

- Do my values match my interests?
- Do my values match the work involved in a particular career?

Often people are surprised and/or disappointed when they find their chosen career does not match with their career values. For instance, the career may involve long hours (no family time) or does not pay a large salary (no out of town vacations). This exercise gives you the opportunity to rank your career values and reflect on why they are important and how they play an important role in your career development.

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The following list describes a wide variety of *satisfactions* that people obtain from their jobs. Look at the definitions of these various satisfactions and rate the degree of importance that you would assign to each, using the scale below:

<b>1 = VERY IMPORTANT</b> in my choice of career	<b>2 = Reasonably</b> important	<b>3 = Not very important</b>	<b>4 = Not important at all</b>
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\_\_\_\_\_ **Help Society:** Do something to contribute to the betterment of the world I live in.

\_\_\_\_\_ **Help Others:** Be involved in helping other people in a direct way, either individually or in small groups.

\_\_\_\_\_ **Public Contact:** Have a lot of day-to-day contact with people.

\_\_\_\_\_ **Work with Others:** Have close working relationships with a group; work as a team toward common goals.

\_\_\_\_\_ **Affiliation:** Be recognized as a member of a particular organization.

\_\_\_\_\_ **Friendships:** Develop close personal relationships with people as a result of my work activities.

\_\_\_\_\_ **Competition:** Engage in activities which pit my abilities against others where there are clear win-and-lose outcomes.

\_\_\_\_\_ **Make Decisions:** Have the power to decide courses of action, policies, etc.

\_\_\_\_\_ **Work under Pressure:** Work in situations where time pressure is prevalent and/or the quality of my work is judged critically by supervisors, customers or others.

\_\_\_\_\_ **Power and Authority:** Control the work activities or (partially) the destinies of other people.

\_\_\_\_\_ **Influence People:** Be in a position to change attitudes or opinions of other people.

\_\_\_\_\_ **Work Alone:** Do projects by myself, without any significant amount of contact with others.

\_\_\_\_\_ **Knowledge:** Engage myself in the pursuit of knowledge, truth and understanding.

\_\_\_\_\_ **Intellectual Status:** Be regarded as a person of high intellectual prowess or as one who is an acknowledged "expert" in a given field.

\_\_\_\_\_ **Artistic Creativity:** Engage in creative work in any of several art forms.

\_\_\_\_\_ **Creativity (general):** Created new ideas, programs, organizational structures or anything else not following a format previously developed by others.

- \_\_\_\_\_ **Aesthetics:** Be involved in studying or appreciating the beauty of things, ideas, etc.
- \_\_\_\_\_ **Supervision:** Have a job in which I am directly responsible for the work done by others.
- \_\_\_\_\_ **Change and Variety:** Have work responsibilities which frequently change in their content and settings.
- \_\_\_\_\_ **Precision Work:** Work in situations where there is very little tolerance for error.
- \_\_\_\_\_ **Stability:** Have a work routine and job duties that are largely predictable and not likely to change over a long period of time.
- \_\_\_\_\_ **Security:** Be assured of keeping my job and a reasonable financial reward.
- \_\_\_\_\_ **Fast Pace:** Work in circumstances where there is a high pace of activity, work must be done rapidly.
- \_\_\_\_\_ **Recognition:** Be recognized for the quality of my work in some visible or public way.
- \_\_\_\_\_ **Excitement:** Experience a high degree of (or frequent) excitement in the course of my work.
- \_\_\_\_\_ **Adventure:** Have work duties which involve frequent risk-taking.
- \_\_\_\_\_ **Profit, Gain:** Have a strong likelihood of accumulating large amounts of money or other material gain.
- \_\_\_\_\_ **Independence:** Be able to determine the nature of my work without significant direction from others; not have to do what others tell me.
- \_\_\_\_\_ **Moral Fulfillment:** Feel that my work is contributing significantly to a set of moral standards which I feel are very important.
- \_\_\_\_\_ **Location:** Find a place to live (town, geographical area) which is conducive to my lifestyle and affords me the opportunity to do the things I enjoy most.
- \_\_\_\_\_ **Community:** Live in a town or city where I can get involved in community affairs.
- \_\_\_\_\_ **Physical Challenge:** Have a job that makes physical demands which I would find rewarding.
- \_\_\_\_\_ **Time Freedom:** Have work responsibilities which I can work at according to my own time schedule; no specific working hours required.

**Circle your top 10 career related values which are the most important to you and write them down below:**

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

# JOURNAL REFLECTION

Below write down your top 5 list of career related values and give reasons WHY for each one. Reflect on how your values relate to your preferred “*way of being*” –

- ◇ “**Doer**” – active, hands-on, adventurous
- ◇ “**Persuader**” – influential, ambitious, risk-taking
- ◇ “**Helper**” – caring, supportive, collaborative

- ◇ “**Organizer**” – practical, orderly, efficient
- ◇ “**Creator**” – expressive, imaginative, free-spirited
- ◇ “**Thinker**” – analytical, theoretical, inquisitive

## REFLECTION on your career related values:

1.

2.

3.

4.

5.