

CAREER VALUES ASSESSMENT

NAME: _____

DATE: _____

SJSU | CAREER
CENTER

IDENTIFY YOUR VALUES

Our values are the core principles which give meaning to our lives. When our values are aligned with our work activities and surroundings, we are more satisfied. When they are not aligned with our work, we tend to be less contented with our lives.

There is an important and dynamic relationship between our individual values and those of the groups and organizations in which we work and spend most of our time. We have a greater chance of being satisfied and effective in our work when we can identify our own unique pattern of values and understand how they may or may not match those of the organization(s) with which we work. This instrument is designed to help you identify your values and create values-driven work.

WORK ENVIRONMENT VALUES (WE)

What **working conditions** provide an optimum environment in which I can do my best work?

1 2 3 4

Aesthetically
Autonomous
Benefits
Comfortable Income
Excitement
Fast-paced
Flexible
High Earnings
Learning
Other:

1 2 3 4

Location
Personal Safety
Predictable
Quiet
Relaxed
Sense of Community
Structured
Time Freedom
Security
Other:

Directions:

On these two pages are lists of values grouped in four areas. Read the questions for each area. Using the introductory question as your guide, decide how important each value is to you using a scale of 1-4 as follows:

- 1 = not important in my work
- 2 = sometimes important in my work
- 3 = often important in my work
- 4 = always important in my work

Check the box which represent the importance of each value to you. Feel free to add values which are not included and change words to fit your needs.

INTRINSIC VALUES (WI)

What **motivates** me to truly love my work day after day?

1 2 3 4

Achievement
Balance
Belonging
Commitment
Contributing
Environmental Awareness
Equality
Giving to Community
Honesty
Other:

1 2 3 4

Independence
Influence
Integrity
Power
Respect
Responsibility
Self-respect
Spirituality
Status
Other:

WORK CONTENT VALUES (WC)

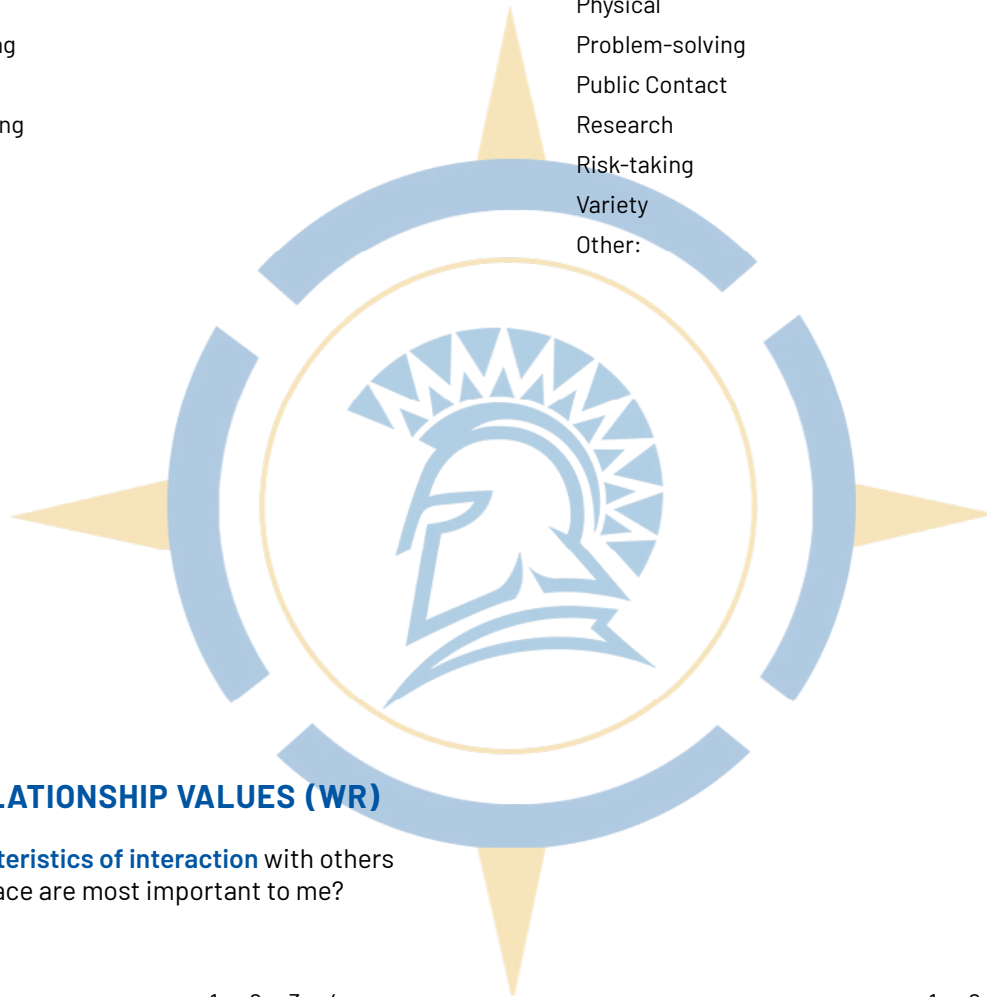
What makes my **work activities** most **satisfying and engaging** to me?

1 2 3 4

Adventuresome
Advocacy
Analytical
Challenging
Conceptualizing
Creative
Decision-making
Detailed
Helping
Other:

1 2 3 4

Initiating
Leading-edge
Organizing
Physical
Problem-solving
Public Contact
Research
Risk-taking
Variety
Other:



WORK RELATIONSHIP VALUES (WR)

What **characteristics of interaction** with others in my workplace are most important to me?

1 2 3 4

Caring
Competition
Cooperation
Diversity
Friendships
Fun
Harmony
Individualism
Other:

1 2 3 4

Leadership
Loyalty
Management
Open Communication
Recognition
Support
Teamwork
Trust
Other:

MY TOP 10 VALUES

WE: Work Environment

WI: Intrinsic

WR: Work Relations

WC: Work Content

Review all of the values you marked on the previous pages. Choose your overall top ten values. In priority write your top ten values in the spaces provided below. Describe each value in your own words, developing a description which has meaning for you.

	Value	Value Area	Specific Meaning to Me
E.g.	Flexible	WE	Opportunity to structure my own work hours
1.	_____	_____	_____
2.	_____	_____	_____
3.	_____	_____	_____
4.	_____	_____	_____
5.	_____	_____	_____
6.	_____	_____	_____
7.	_____	_____	_____
8.	_____	_____	_____
9.	_____	_____	_____
10.	_____	_____	_____

SUMMARY

Which of the four value areas was the strongest in your top value list?

What insight does this give you about what is most important to you in your work?

In your current work, which of your top ten values are being satisfied?

Are there any areas in which you could improve your level of satisfaction?