



## WORK VALUES WORKSHEET

*To be used in filling out Question #1 on the Learning Agreement*

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

- 1 = Not Important At All
- 2 = Not Very Important
- 3 = Reasonably Important
- 4 = Very Important in My Choice of Career

SATISFACTION	DEFINITION	1	2	3	4
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 in visible settings.				
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 or department.				
FRIENDSHIP	Develop close personal relationships with people as a result of my work activities.				
COMPETITION	Engage in activities which put my abilities against others where there are clear win-and-lose outcomes.				
MAKE DECISIONS	Have the power to decide course 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 some aspect of the destinies of other people.				
INFLUENCE PEOPLE	Change attitudes or opinions of other people or alter their behavior.				
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 of knowledge.				
ARTISTIC CREATIVITY	Engage in creative work in any of several art forms.				
CREATIVITY (GENERAL)	Create 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 which I am directly responsible for the work done by others.				
CHANGE AND VARIETY	Have work responsibilities which frequently change in their content and setting.				
PRECISION WORK	Work in situations where there is very little tolerance for error.				

SATISFACTION	DEFINITION	1	2	3	4
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, so that people are aware of my accomplishments.				
EXCITEMENT	Experience a high degree of (or frequent) stimulation 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 to.				
MORAL FULFILLMENT	Believe 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 life style and affords me the opportunity to do the things I enjoy most.				
COMMUNITY	Live in a town/city where I can get involved in local programs and issues.				
PHYSICAL CHALLENGE	Have a job that makes physical demands which I would find rewarding.				
TIME FREEDOM	Have work responsibilities which I can do according to my own time schedule; no specific working hours required.				

- 2) Now choose four of the Work Values which are the most important to you and write them in the box below. Each of these values will be relevant to the career exploration that you will do in later exercises. If you can think of any other Work Values (desired satisfactions) that are not included in the preceding list and which are especially important to you, add them to the four values you list in the box.

**EXAMPLE:**

RECOGNITION  
 HELP OTHERS  
 CREATIVITY  
 INDEPENDENCE

WORK VALUES	
1)	_____
2)	_____
3)	_____
4)	_____

- 3) Define in a single sentence specifically what you want from each of these values.  
*Example: I want enough "independence" to decide the routine of my workweek, the hours that I will work, the times when I see people and the times when I work by myself.*

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