

Work Values

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 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

- _____ **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.
- _____ **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:** Direct the work activities of others and have the authority to make decisions.
- _____ **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.
- _____ **Creativity:** Create new ideas, programs, organizational structures or anything else not following a format previously developed by others.
- _____ **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 setting.
- _____ **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.
- _____ **High Pay:** Have a strong likelihood of accumulating large amounts of money or other material gain.
- _____ **Moral Fulfillment:** Feel that my work is contributing significantly to a set of moral (to be defined by your) standards which I feel are very important.
- _____ **Community:** Live in a town or city where I can be involved in community affairs.
- _____ **Physical Challenge:** Have a job that makes physical demands which I would find rewarding.
- _____ **Flexible Hours:** Have work responsibilities which I can work at according to my own time schedule; no specific working hours required.

Name the four values of most importance to you:

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| 1. | 3. |
| 2 | 4. |