# VALUE ASSESSMENT

Identifying your personal values is an important part of a successful career plan. In this context, the word "value" refers to how you feel about the work itself and the contribution it makes to society. Most people who pursue work that is compliments their values feel satisfied and successful in their careers. As you mature and have more life experiences, your values may become more important in certain areas.

Work values can be divided into two functional categories. **Extrinsic** values relate to the favorable conditions that accompany an occupational choice, such as physical setting, earning potential, and other external features. **Intrinsic** values are those that relate to a specific interest in the activities of the work itself, or to the benefits that the work contributes to society. Most people, in order to feel truly satisfied with their work, must find some personal intrinsic value in it.

The following is a list of personal values that many people have identified as being important to them in their careers. To begin exploring your own personal work values, rate each value listed with the following scale and add other values you consider essential to your list.

**1** – Things I value **VERY MUCH (VM)**

**2** – Things **I VALUE (V)**

**3** – Things **I DON’T VALUE (DV)**

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| **Rating** | **Values** |  |
|  | Help Society | Do something which contributes to improving the world we live in |
|  | Help Others | Be directly included in helping other people, either individually or in small groups |
|  | Public Contact | Have a lot of day-to-day contact with the public |
|  | Work with Others | Work as a team member toward common goals |
|  | Work Alone | Do projects by myself, with limited contact with others |
|  | Competition | Engage in activities which pit my abilities against others |
|  | Make Decisions | Have the power to decide courses of action and |
|  | Work Under Pressure | Work in situations where time pressure is prevalent |
|  | Influence People | Be in a position to influence the attitudes or opinions of other people |
|  | Knowledge | Engage in the pursuit of knowledge and understanding |
|  | Work Mastery | Become an expert in whatever work I do |
|  | Artistic Creativity | Engage in creative artistic expression |
|  | General Creativity | Have the opportunity to create new programs, materials, or organizational structures |
|  | Aesthetics | Participate in studying or appreciating the beauty of things, ideas, etc. |
|  | Supervision | Have a job in which I am directly responsible for the work of others |
|  | Change and Variety | Have work activities which frequently change |
|  | Precision Work | Work in situations where attention to detail and accuracy are very important |

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| **Rating** | **Values** |  |
|  | Stability | Have a work routine and job duties that are largely predictable |
|  | Security | Be assured of keeping my job and receiving satisfactory compensation |
|  | Recognition | Be publicly recognized for the high quality of my work |
|  | Fast Pace | Work in circumstances where work must be done rapidly |
|  | Excitement | Experience a high degree of (or frequent) excitement in the course of my work |
|  | Adventure | Have work duties which require frequent risk-taking |
|  | Financial Gains | Have a high likelihood of achieving very great monetary rewards for my work |
|  | Physical Challenge | Do activities that use my physical capabilities |
|  | Independence | Be able to determine the nature of my work without significant direction from others |
|  | Moral Fulfillment | Feel that my work contributes to a set of moral standards which I feel are very important |
|  | Community | Live where I can participate in community affairs |
|  | Time Freedom | Be able to work according to my own schedule |

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| **My 5 Most Important Values** |
| 1. |
| 2. |
| 3. |
| 4. |
| 5. |