

## Career Values Clarification

Career values are personal preferences and needs that, when met in a job, provide career satisfaction. Values can also be defined as: what motivates us to go to work and feel fulfilled at work each day. Since many people spend a substantial part of their lifetime ‘at work’, it’s often very important to do work that is meaningful and rewarding.

Print out this page and use the activity below to identify which Career Values are most important to you. **Only use 5 (strongly agree)** for the values you feel are critical to your job satisfaction.

<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>
Strongly Disagree	Moderately Disagree	Neither Agree Nor Disagree	Moderately Agree	Strongly Agree

**It is important for me to have a job .....**

- a) that allows me to have freedom or control over how my work is done, with little or no supervision. **(Independence)** \_\_\_\_\_
  
- b) where I will be compared with and tested against others. **(Competition)** \_\_\_\_\_
  
- c) where the work is frequently changing and different. **(Variety)** \_\_\_\_\_
  
- d) that will get me respect, approval, status and recognition from others. **(Social Recognition & Prestige)** \_\_\_\_\_
  
- e) where I will lead organizations/people (give ideas and direction). **(Leadership)** \_\_\_\_\_
  
- f) where I will be able earn a large sum of money (~ or > \$100,000/yr). **(High Income)** \_\_\_\_\_
  
- g) where I can help others with their learning, healing, coping or development. **(Help Others)** \_\_\_\_\_

If the above item is rated as a “4” or “5”; what do you want to help others with?

- h) where I can work to improve the well-being and standard of living of people/society. **(Help Society)** \_\_\_\_\_

If the above item is rated as a “4” or “5”; how do you want to help society?

- i) where I can exercise my mind to solve problems and discuss problems with like-minded people. **(Intellectual Stimulation)** \_\_\_\_\_

- j) where I can be innovative, original, expressive, imaginative or artistic. **(Creativity)** \_\_\_\_\_
- k) where I will have great discretion over the hours and conditions (e.g., travel) of my work. **(Flexibility)** \_\_\_\_\_
- l) where the work is predictable, organized and the duties rarely change. **(Routine)** \_\_\_\_\_
- m) that has an active work environment with high-energy individuals. **(Fast Pace)** \_\_\_\_\_
- n) where I will never need to worry about finding or keeping employment. **(Security)** \_\_\_\_\_
- o) where I'll never be pressured to go against my sense of right and wrong. **(Ethics)** \_\_\_\_\_
- p) where I'll have the opportunity to advance and work up "the ladder."  
**(Advancement)** \_\_\_\_\_
- q) where I will manufacture, construct, assemble or handle physical objects.  
**(Work with Things)** \_\_\_\_\_
- r) where I can influence and persuade others to change their minds and try new things.  
**(Persuade others)** \_\_\_\_\_

### Next Steps

- Review the Career Values you rated as most important.
- Make a list of your top values below (write the bolded words). List no more than 5 to start. Why? It may be difficult to find an occupation that fulfils too many "must haves".

***My top 5 values are:***

- \_\_\_\_\_,
- \_\_\_\_\_,
- \_\_\_\_\_,
- \_\_\_\_\_,
- \_\_\_\_\_.

- Use this information in conjunction with your interests and other information to help you identify career options. For example, if you want to help others with physical health problems, consider a health care career. **OR...** Evaluate and reflect on how your top values align with the occupations you're already considering.
- For more assistance, visit Career Services to speak with a Career Consultant.