

WORK VALUES

Rate each of these work values on a scale from 1 to 5, according to their level of importance to you.
After completing your ratings, choose only 5 work values which are most important to you.

1	2	3	4	5
Very Important	Important	Neutral	Little Importance	No Importance

- ___ **Help Society:** Contribute to the betterment of the world, people, (possibly animals) or others.
- ___ **Help Others:** Help other people in a direct way, either individually or in small groups.
- ___ **People Contact:** Have a lot of day-to-day contact with people.
- ___ **Team Work:** Have close working relationships with a group; working towards common goals.
- ___ **Affiliation:** Be recognized and receive the prestige of being a member of a particular group.
- ___ **Friendships:** Develop close personal relationships with people as a result of my work activities.
- ___ **Interpersonal Competition:** Engage in activities which pit my abilities against others where there are clear win-and-lose outcomes.
- ___ **Self Competition:** Engage in activities which pit my abilities against my own prior performances.
- ___ **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 & Authority:** Control the work activities or (partially) the destinies of other people.
- ___ **Influence People:** Be in a position to change attitudes or opinions of other people.
- ___ **Work Alone:** Do projects by myself, without significant contact with others.
- ___ **Intellectual Status:** Be regarded as a person of high intellectual prowess or as one who is an acknowledged expert in a given field.
- ___ **Artistic Creativity:** Engage in creative work in any of several art forms.
- ___ **Creativity (general):** Create new ideas, programs, organizational structures, etc.
- ___ **Leadership:** Have a job in which I am directly responsible for the work done by others.

- ___ **Change & Variety:** Have work responsibilities that frequently change in content and setting.
- ___ **Precision Work:** Work in situations where exactitude and attention to minute detail in work is necessary and valued.
- ___ **Routine:** Have a work routine and job duties that are largely predictable and not likely to change over a long period of time.
- ___ **Security:** Be in a job that is less likely to be threatened by changes in economy.
- ___ **Fast Pace:** Work in circumstances involving a high pace of activity and work is done rapidly.
- ___ **Recognition:** Be recognized for the quality of my work in some visible or public way.
- ___ **Excitement:** Experience a high degree of (or frequent) excitement 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 material gain.
- ___ **Independence:** Be able to determine the nature of my work without significant direction from others. Not be closely supervised.
- ___ **Moral Fulfillment:** Feel 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 or city where I can get involved in community affairs.
- ___ **Physical Challenge:** Have a job that makes physical demands which I would find rewarding.
- ___ **Time Freedom:** Have work responsibilities which I can work at according to my own time schedule; no specific working hours required.
- ___ **Technology:** Work in an environment that utilizes and advances with technology.
- ___ **Progressive:** Be in an environment that is progressive in its attitudes, work, service, or products. To work with the cutting edge.
- ___ **Environmental Commitment:** To work in an organization that benefits the environment.
- ___ **Staying Put:** A job that would allow me to stay within a specific geographical area.
- ___ **Advancement:** A job that results in regular increases in work responsibilities, depth, scope, etc.
- ___ **Learning Opportunities:** A job with regular, if not daily opportunities to learn new things.
- ___ **Diversity:** To work in an environment that has a proven track record in maintaining a diversified workforce, or promotes diversity through its work.