



Work Values Inventory

Major & Career Exploration

What are you looking for in a job? What is important to you personally and can you find it through the work that you do?

Job satisfaction is determined more by how your values align with a work environment than by any other factor; therefore, it is important to analyze the following list of common workplace values to clarify where your priorities lie. Rate the degree of importance that each of the following workplace values using this scale:

4 =Extremely importantMy job must have this feature in order to ensure satisfaction.

3 =ImportantI'd like to have a job with this feature, but I can live without it if necessary.

2 =Not importantHaving this feature would be a nice bonus, but I don't need it.

1 =Not necessaryThis feature won't impact my job satisfaction in any way.

____ Advancement Clear advancement opportunities within the organization to solve difficult problems.

____ Commute The amount of time you are willing to spend traveling to and from your place of employment.

____ Company Loyalty Receiving awards for your dependability and long-term contributions.

____ Competition Having a high degree of competition with the organization you work for or between rival organizations.

____ Creativity The ability to make something that has not previously existed; being able to identify new approaches to doing something.

____ Decision Making Having power to decide course of action.

____ Excitement Working in an environment that takes you beyond standard comfort levels.

____ Expertise Possessing specific abilities or knowledge not common to most employees.

____ Family Having the flexibility for family life within the framework of the work environment (for example, hours and vacation time for those having a family).

____ Flexibility The ability to adjust schedules, routines, and procedures without seeking approval.

____ Honesty Working in an environment where there is an expectation of truth.

____ Hours Having set hours with little requirement for overtime.

____ Independence Being able to perform daily functions unsupervised.

____ Innovation Having the ability to use cutting edge or pioneering technologies or techniques.

____ Intellectual Stimulation Work which provides opportunity for independent thinking and for learning how and why things work.

____ Interpersonal Contact Having frequent day-to-day contact with the public, co-workers, or others.

____ Leadership Having the opportunity and capacity to guide and shepherd others.

____ Leisure Having the ability to allocate personal time for such things as relationships and hobbies.

- _____ Orderi Having structure and clear lines of communication within an organization.
- _____ Organizational Ethicsi Working for an employer who values integrity and honesty.
- _____ Parking Availabilityi The ability to drive to work and to park there without significant hassle or expense.
- _____ Peacei Being in an environment that offers tranquility, and where you can avoid pressure.
- _____ Personal Growthi Having opportunities for self-exploration at work that contribute to other areas of your life.
- _____ Physical Challengei Conquering challenges through the use of physical capacity.
- _____ Poweri Having opportunities for influence within your profession, field, or organization.
- _____ Precisioni Work that requires attention to detail and has low lenience for error.
- _____ Pressurei Having constant deadlines, time demands, and challenges.
- _____ Prestigi Being viewed by others with honor; being acknowledged as an expert in your field.
- _____ Pridei Having self-respect and taking personal satisfaction in completed work.
- _____ Professional Growthi Having opportunities for ongoing learning and development within your specific profession.
- _____ Public Transportationi Having access to timely, efficient, and affordable ~~convenient~~ ~~convenient~~ transportation.
- _____ Recognitioni Receiving visible and public notice for achievements, work tasks, academic honors, community service, etc.
- _____ Respecti Having a sense of value and worth to the organization.
- _____ Riski Having the willingness to forego security to achieve desired goals.
- _____ Routinei Work that provides an environment with predictable work projects and tasks.
- _____ Safetyi Having a workplace and surrounding neighborhood free from violence and crime.
- _____ Salaryi Work which pays well, offers periodic raises, and enables a comfortable standard of living.
- _____ Securityi Being assured of job stability, salary, and/or benefits.
- _____

For the final step of this exercise, narrow your list of 10 values to your 5 highest priority values. These core values are those that you absolutely would not be able to work without. List them below in the space provided in order with 1 being your highest priority value.

- 1.
- 2.
- 3.
- 4.
- 5.

Congratulations! You now have a list of your core workplace values that represent who you are and what you find most important about work. These core values will very likely determine your level of satisfaction in your career field.

As you look to the future and consider how you might use this information when choosing a major or career path, use the following guide your reflection and record your responses below:

What event or experience helped you to understand that these values were important to you? Consider reflecting on the events or experiences that led to your selecting each of your core values.

How well do your core values complement the major or job titles you are considering pursuing? Will the work that is a part of this major (or the work that is a part of this job) allow you to express those things that are most important to you?

Expand on the ways in which your values and your intended major and career path match well with your core values.

What might be missing from the major or job you are considering? In other words, will this major or job NOT allow you to express one of your core values?