

## Career Trek

### WORK VALUES INVENTORY

1. Read the definitions of the work values listed in the three categories below. Rate each work value according to its degree of importance to you. Use the following scale in assigning your ratings:

- 1=unimportant in my choice of career
- 2=somewhat important in my choice of career
- 3=very important in my choice of career

Place the number corresponding to your rating in the appropriate space to the left of each work value.

**A. Work Conditions.** The conditions of work involve:

- \_\_\_ Independence/Autonomy – doing what you want to do without much direction from others.
- \_\_\_ Time Flexibility – arranging your own hours, working according to your own time schedule.
- \_\_\_ Change/Variety – performing varying tasks in a number of different settings.
- \_\_\_ Change/Risk – performing new tasks or leading new programs that challenge the established order and may be intimacy resisted.
- \_\_\_ Stability/Security – performing regular, predictable tasks in a job you are assured of that pays you reasonably well.
- \_\_\_ Physical/Challenge – performing dangerous tasks that challenge your physical capabilities and involve risk.
- \_\_\_ Physical Demands – performing physically strenuous, but relatively safe activities.
- \_\_\_ Mental Challenge – performing demanding tasks that challenge your intelligence and creativity.
- \_\_\_ Pressure/Time Deadlines – performing in a highly critical environment with constant time deadlines.
- \_\_\_ Precise Work – performing prescribed tasks that leave little room for error.
- \_\_\_ Decision Making – making choices about what to do and how to do it.

**B. Work Purposes.** The purpose of work is to:

- \_\_\_ Truth/Knowledge – pursue knowledge and understanding.

- \_\_\_ Expertise/Authority – seek recognition as an acknowledge expert or leader in a particular area.
- \_\_\_ Creativity/Innovation – develop new and different ideas, programs, and/or structures.
- \_\_\_ Aesthetic Appreciation – seek out the appreciation of beauty in all of its various forms.
- \_\_\_ Social Contributions – seek to improve the human condition.
- \_\_\_ Material Gain – acquire and accumulate money or other material objects.
- \_\_\_ Achievement/Recognition – seek public recognition for your work contributions.
- \_\_\_ Ethical/Moral – act in accordance with a set of moral and ethical standards.
- \_\_\_ Spiritual/Transpersonal – seek beyond ordinary consciousness to a more spiritual plane.

**C. Work Relationships.** The relationship at work will entail.

- \_\_\_ Work Alone – doing assessments by yourself with minimal contact with other people.
- \_\_\_ Public Contact – interacting in predictable ways with a continuous flow of people.
- \_\_\_ Group Membership – belonging to a group with a common purpose and/or interest.
- \_\_\_ Helping Others – assisting other people directly to obtain information and/or resolve problems.
- \_\_\_ Influencing Others – affecting others in ways designed to change attitudes or opinions.
- \_\_\_ Supervising Others – being in a position to oversee the work of other employees.
- \_\_\_ Controlling Others – maintaining some control or power over the destinies of other people.

2. List below your top 3 most important work values in each of the three categories. Add any others that are important but which were not covered above.

Work Conditions

Work Purposes

Work Relationships

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