

# Prioritizing Your Values

For each of the statements below, circle the number in the statement that best represents your feelings and how it applies to you.

RESPONSE VALUES	NOT AT ALL	1	2	3	4	5	6	7	ABSOLUTELY
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|----|--|---|---|---|---|---|---|---|
| 1  | It is important that family and friends recognize and value my work.   | 1 | 2 | 3 | 4 | 5 | 6 | 7 |
| 2  | I want to be acknowledged and respected by others in my field.   | 1 | 2 | 3 | 4 | 5 | 6 | 7 |
| 3  | I want to work for firmly established, prestigious organizations.  | 1 | 2 | 3 | 4 | 5 | 6 | 7 |
| 4  | I want a job that is glamorous in the eyes of others.  | 1 | 2 | 3 | 4 | 5 | 6 | 7 |
| 5  | My title or rank is important to me.   | 1 | 2 | 3 | 4 | 5 | 6 | 7 |
| 6  | Promotions and the respect of others in my organization are important to me.   | 1 | 2 | 3 | 4 | 5 | 6 | 7 |
| 7  | I measure my worth as an employee according to my salary.  | 1 | 2 | 3 | 4 | 5 | 6 | 7 |
| 8  | It is important that I be financially independent from my family.  | 1 | 2 | 3 | 4 | 5 | 6 | 7 |
| 9  | I want as high an income as possible and will pick a career field accordingly.                                       | 1 | 2 | 3 | 4 | 5 | 6 | 7 |
| 10 | Material things are important to me.   | 1 | 2 | 3 | 4 | 5 | 6 | 7 |
| 11 | I want to maintain a comfortable lifestyle.  | 1 | 2 | 3 | 4 | 5 | 6 | 7 |
| 12 | A comparison of salaries and benefits packages will determine which job offers I accept.                             | 1 | 2 | 3 | 4 | 5 | 6 | 7 |
| 13 | I enjoy seeing concrete results from my efforts.   | 1 | 2 | 3 | 4 | 5 | 6 | 7 |
| 14 | I am most motivated when I am working toward identified goals.   | 1 | 2 | 3 | 4 | 5 | 6 | 7 |
| 15 | It is important that my work lead to better opportunities.   | 1 | 2 | 3 | 4 | 5 | 6 | 7 |
| 16 | My work is most satisfying when I am able to develop new skills or acquire new knowledge as a result.                | 1 | 2 | 3 | 4 | 5 | 6 | 7 |
| 17 | When I do something, I want to do it well.   | 1 | 2 | 3 | 4 | 5 | 6 | 7 |
| 18 | I do not want to "waste my time."  | 1 | 2 | 3 | 4 | 5 | 6 | 7 |
| 19 | I always welcome changing activities and changing roles.   | 1 | 2 | 3 | 4 | 5 | 6 | 7 |
| 20 | I enjoy a variety of tasks rather than a single area of concentration.   | 1 | 2 | 3 | 4 | 5 | 6 | 7 |
| 21 | I can focus on more than one activity or topic at a time.  | 1 | 2 | 3 | 4 | 5 | 6 | 7 |
| 22 | I dislike routine activities and thrive on variety.  | 1 | 2 | 3 | 4 | 5 | 6 | 7 |
| 23 | I am not afraid of new places or people; they energize me.   | 1 | 2 | 3 | 4 | 5 | 6 | 7 |
| 24 | I can keep the details of many projects in my head.  | 1 | 2 | 3 | 4 | 5 | 6 | 7 |
| 25 | I am proud of my ability to offer ideas in many situations.  | 1 | 2 | 3 | 4 | 5 | 6 | 7 |
| 26 | I like to come up with new solutions to old problems.  | 1 | 2 | 3 | 4 | 5 | 6 | 7 |
| 27 | I tackle problems that others prefer to avoid.   | 1 | 2 | 3 | 4 | 5 | 6 | 7 |
| 28 | I like to try out original solutions rather than rely on conventional ones.  | 1 | 2 | 3 | 4 | 5 | 6 | 7 |
| 29 | I like to develop more efficient approaches to tasks.  | 1 | 2 | 3 | 4 | 5 | 6 | 7 |
| 30 | I feel constrained when told to use the "tried and true" method for solving a problem or completing a task.          | 1 | 2 | 3 | 4 | 5 | 6 | 7 |
| 31 | Easy work bores me.  | 1 | 2 | 3 | 4 | 5 | 6 | 7 |
| 32 | If a difficult problem arises, I have the urge to tackle it.   | 1 | 2 | 3 | 4 | 5 | 6 | 7 |
| 33 | Without challenging work, I feel frustrated and unfulfilled.   | 1 | 2 | 3 | 4 | 5 | 6 | 7 |
| 34 | I like working on assignments that require real learning and effort.   | 1 | 2 | 3 | 4 | 5 | 6 | 7 |
| 35 | I require intellectual challenges to stimulate my thinking.  | 1 | 2 | 3 | 4 | 5 | 6 | 7 |
| 36 | I prefer to take on new, unexpected projects, rather than knowing each week what my work will entail.                | 1 | 2 | 3 | 4 | 5 | 6 | 7 |
| 37 | Team projects do not appeal to me. I would prefer my own success not depend on how well someone else does their job. | 1 | 2 | 3 | 4 | 5 | 6 | 7 |
| 38 | I like to do things on my own, without a lot of orders or directions.  | 1 | 2 | 3 | 4 | 5 | 6 | 7 |
| 39 | I want the chance to use my capacity for independent thinking and actions.   | 1 | 2 | 3 | 4 | 5 | 6 | 7 |
| 40 | I like being responsible for a project from start to finish.   | 1 | 2 | 3 | 4 | 5 | 6 | 7 |
| 41 | My friends and family will respect my ability to support myself.   | 1 | 2 | 3 | 4 | 5 | 6 | 7 |
| 42 | I want the feeling that I can depend on myself entirely.   | 1 | 2 | 3 | 4 | 5 | 6 | 7 |

43	Work involving direct service to others would be very satisfying to me.	1 2 3 4 5 6 7
44	The societal and political consequences of what I do are important to me.	1 2 3 4 5 6 7
45	I would like my work to ultimately enhance the welfare of others.	1 2 3 4 5 6 7
46	I like to feel that I am useful and needed.	1 2 3 4 5 6 7
47	Sensitivity to the needs of others will be an important part of my career.	1 2 3 4 5 6 7
48	I want to use my energies and abilities to help make the world a better place.	1 2 3 4 5 6 7
49	I often evolve as a leader in the groups to which I belong.	1 2 3 4 5 6 7
50	I enjoy planning and organizing a program or activity.	1 2 3 4 5 6 7
51	I like to direct or coordinate other people's work.	1 2 3 4 5 6 7
52	It is rewarding to me to see things change as a result of my efforts.	1 2 3 4 5 6 7
53	I like approaching a job with a broad perspective.	1 2 3 4 5 6 7
54	I am at my best when I can delegate authority and assign the detail work of a project to others.	1 2 3 4 5 6 7
55	I would like to discover who I really am and where my talents lie through my work.	1 2 3 4 5 6 7
56	I would thrive if I got involved in unconfining work that truly taps my abilities and interests.	1 2 3 4 5 6 7
57	I believe much of my natural talent would be wasted if I did not find just the right job.	1 2 3 4 5 6 7
58	Being able to express myself is very important to me.	1 2 3 4 5 6 7
59	Experimenting and trying out my own ideas should be a regular part of my work.	1 2 3 4 5 6 7
60	I am not reluctant to let anyone know how I feel.	1 2 3 4 5 6 7
61	I want to work with people who share my personal and professional interests.	1 2 3 4 5 6 7
62	I am at my best when collaborating with others on a task or project.	1 2 3 4 5 6 7
63	Discussing ideas with others is very rewarding and productive for me.	1 2 3 4 5 6 7
64	Interaction with interesting people would enhance my work life.	1 2 3 4 5 6 7
65	Meeting many new people should be one of the rewards to my work.	1 2 3 4 5 6 7
66	The isolation of working alone depresses me.	1 2 3 4 5 6 7
67	I believe that work builds character.	1 2 3 4 5 6 7
68	I could not consider myself a professional unless I had a strong sense of professional ethics.	1 2 3 4 5 6 7
69	Work gives me a sense of purpose.	1 2 3 4 5 6 7
70	I would never compromise my values for personal gain.	1 2 3 4 5 6 7
71	I want to work for an institution that I respect.	1 2 3 4 5 6 7
72	I care about the impact my work has on other people and the environment.	1 2 3 4 5 6 7
73	I want to center my life and my work around interesting people and issues.	1 2 3 4 5 6 7
74	I want to be absorbed in my work so that time goes quickly each day.	1 2 3 4 5 6 7
75	I would enjoy talking about work-related projects, even when I am at home.	1 2 3 4 5 6 7
76	I want to have access to trade journals or professional magazines that keep me up to date on new things in my field.	1 2 3 4 5 6 7
77	I enjoy thinking about work-related projects, even when I am at home.	1 2 3 4 5 6 7
78	I am at my best when I can throw myself into a project and become totally in it.	1 2 3 4 5 6 7

SCORING	QUESTIONS	TOTAL SCORE	RANKING ORDER	WORK VALUE
For each of the following groups of questions, find the sum total of the circled responses. Using the point totals, rank order your values and list them below. The highest scores reflect your top values. (If two or more values have the same score, make a judgment as to which is more important to you).	Questions 1-6	_____	_____	Prestige
	Questions 7-12	_____	_____	Good Salary
	Questions 13-18	_____	_____	High Achievement
	Questions 19-24	_____	_____	Variety
	Questions 25-30	_____	_____	Creativity
	Questions 31-36	_____	_____	Mental Challenge
	Questions 37-42	_____	_____	Independence
	Questions 43-48	_____	_____	Service and Altruism
	Questions 49-54	_____	_____	Leadership
	Questions 55-60	_____	_____	Self-Expression
	Questions 61-66	_____	_____	Interpersonal Relations
	Questions 67-72	_____	_____	Commitment/Work Ethic
	Questions 73-78	_____	_____	Interest

SOURCE: Choices and Challenges: Foundations for Career Planning, Third Edition, Indiana University, 1996

# Work Values Inventory

This checklist presents common “satisfaction factors” that people receive from their jobs. Begin by reading the entire list, then rate each item using the scale that follows. Circle your top 5 work values.

VERY IMPORTANT 1	IMPORTANT 2	NOT VERY IMPORTANT 3	NOT IMPORTANT 4
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|--|---|
| _____ Help Society: Contribute to the betterment of the world I live in.                 | _____ Security: Be assured of keeping my job and a reasonable financial reward.       |
| _____ Help Others: Help others directly, either individually or in a group.              | _____ Fast Pace: Work quickly and keep up with a fast pace.                           |
| _____ Public Contact: Have lots of daily contact with people.                            | _____ Recognition: Be recognized for the quality of my work visibly or publicly.      |
| _____ Work with Others: Have close working relationship with a group.                    | _____ Excitement: Work that offers change and stimulation.                            |
| _____ Affiliation: Be recognized with an organization where status is important to me.   | _____ Adventure: Do work that requires me to take risks.                              |
| _____ Friendship: Develop close personal relationships with coworkers.                   | _____ Profit, Gain: A chance to accumulate money and goods.                           |
| _____ Competition: Pit my abilities against others where there are clear outcomes.       | _____ Independence: Work on my own, determine my own work with little supervision.    |
| _____ Make Decisions: Have the power to set policy and determine a course of action.     | _____ Moral Fulfillment: Work that contributes to a set of important moral standards. |
| _____ Work Under Pressure: Work where deadlines and high quality are demanded.           | _____ Location: Find a place to live that matches my lifestyle and personality.       |
| _____ Power and Authority: Control other people’s work activities.                       | _____ Community: Live in a town where I can get involved with community affairs.      |
| _____ Influence People: Be in a position to change people’s attitudes and opinions.      | _____ Physical Challenge: Have a physically demanding job that is rewarding.          |
| _____ Work Alone: Do things by myself, without much contact with others.                 |   |
| _____ Knowledge: Seek knowledge, truth, and understanding.                               |   |
| _____ Intellectual Status: Be regarded by others as an expert or a person of intellect.  |   |
| _____ Artistic Creativity: Do creative work in any of several art forms.                 |   |
| _____ Creativity: Create new ideas, programs, or anything else not previously developed. |   |
| _____ Aesthetics: Have a job that involves sensitivity to beauty.                        |   |
| _____ Supervision: Guide other people in their work.                                     |   |
| _____ Change and Variety: Have changing job duties or settings.                          |   |
| _____ Precision Work: Do work that allows little tolerance for error.                    |   |
| _____ Stability: Have job duties that are largely predictable and not likely to change.  |   |