



Appendix A: Self-Assess Your Work Values

Some commonly expressed values are listed below. Rank each of the listed values as:

1. Not important
2. Moderately important
3. Very important

to you in your choice of career by circling the correct number.

Enjoyment (having fun at what you do)

1 2 3

Helping Other People (in a direct way)

1 2 3

Friendships (developing close relationships with co-workers)

1 2 3

Helping Society (contributing to the betterment of the world)

1 2 3

Freedom (flexible schedule, independence)

1 2 3

Recognition (being acknowledged in a tangible way)

1 2 3



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Creativity (having the opportunity to express your ideas and yourself in work; innovation)

1 2 3

Location (being able to live where you choose)

1 2 3

Competition (matching your abilities with others')

1 2 3

Power and Authority (being in a managerial or leadership position; supervising others; having decision-making authority)

1 2 3

Achievement (accomplishing desired objectives; mastery)

1 2 3

Compensation (receiving money and other benefits commensurate with services rendered)

1 2 3

Variety (having a mix of tasks to perform and people to interact with every day)

1 2 3

Security (a feeling of stability; no worries; certainty)

1 2 3

Prestige (being seen as successful; obtaining recognition and status)

1 2 3

Aesthetics (attractiveness of work environment; contributing to the beauty of the world)

1 2 3

Morality and Ethics (working and living according to a code or set of rules; enhancing world ethics)

1 2 3

Intellectual Stimulation (working in an environment that encourages and stimulates thinking)

1 2 3

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Public Contact (working directly with others, as opposed to working alone or working with objects only)

1 2 3

Pace (busy versus relaxed atmosphere)

1 2 3

Risk (monetary or other types of risks – e.g. new product development or start-up enterprise)

1 2 3

Any other values that are very important to you but are not on this list?

List your top five work values:

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