

Excellerate Personal Impact: Identify your Work Values

Workplace Values Assessment

Identify the Work Values You Most Want in a Job

We all have expectations of our jobs, employers, and careers that are connected to our values. This will have a direct impact on our satisfaction with our job and even our life. When you understand the values you cherish most highly, you can better evaluate whether your current employer (or a prospective employer) provides an environment that supports those values.

Step 1: Identifying your values

Rate the importance of each of the workplace values on the following list. There are a few blank lines just in case in case you wish to add something that's not included but is important to you.

Rate the degree of importance that you place on each of the following workplace values using this scale:

- 1 = Very important to me
- 2 = Reasonably important to me
- 3 = Somewhat important to me
- 4 = Not important to me at all

I am interested in jobs and careers that include:

1. ____ creating/making/building things
2. ____ mental challenge/mentally demanding/problem-solving
3. ____ physical challenge/physically demanding
4. ____ opportunity for balance between work life and family life
5. ____ flexibility in work structure
6. ____ intellectual status, an acknowledged "expert" in a given field
7. ____ order and structure
8. ____ high degree of competition
9. ____ integrity and truth
10. ____ rewarding loyalty and dependability
11. ____ having self-respect and pride in work
12. ____ stability and security
13. ____ strong financial compensation and financial rewards
14. ____ being recognized for quality of work in a visible/public way
15. ____ having a positive impact on others and society
16. ____ using creativity, imagination; being innovative
17. ____ variety and a changing work pace
18. ____ professional development and on-going learning and growth
19. ____ friendships and warm working relationships
20. ____ teamwork and work groups
21. ____ glamour, prestige, respect, or a level of social status
22. ____ routine, predictable work projects

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23. ____ deadlines and time demand/pressure challenges
24. ____ clear advancement tracks/opportunities for advancement
25. ____ tranquillity, comfort, and avoidance of pressure
26. ____ dealing with the public
27. ____ using cutting edge or pioneering technologies or techniques
28. ____ opportunities for supervision, power, leadership, influence
29. ____ making decisions, having power to decide courses of action
30. ____ respect, recognition, being valued
31. ____ autonomy, independence, freedom
32. ____ precision work with little tolerance for error
33. ____ adventure and excitement
34. _____
35. _____
36. _____
37. _____
38. _____

Step 2: Your Most Important Values

Now identify your **10 most important values** by circling each of these from the list above.

Next, narrow down your list of 10 to the **five core values** you hold most sacred - that you can't live without in your job/workplace - and record them below:

1. _____
2. _____
3. _____
4. _____
5. _____

Next Steps

Assess Future Fit

You now have a list of core workplace values that can help you determine your level of satisfaction and your "fit" with any future job, career and company.

Assess Present Fit

How well do your core values fit with your current job, career path, and employer - and what, if anything, will you do about this?

Once you've completed this assessment you may like to complete a personal/career SWOT analysis.