Clarifying Your Work Values: Knowing What's Most Important to You

Values are a set of standards that determine attitudes, choices, and action. Mapping your value priorities can help lay important groundwork for making sound career decisions that fit your unique pattern of values, interests, and talents. Work-related values underlie our choices about work. Some people value creativity; others place a premium on income or contributing.

Workplaces are becoming more collaborative, and people are increasingly looking not just for jobs, but also for organizations whose values and culture align with their own. By the same token, the most effective organizations attract people who already share most of their key values. Discussing your values in an appointment with a career counselor can help you focus and choose work environments and positions that are the best fit for you.

Underline all the values most important in your worklife for the next few years. Then narrow down the list and circle the top ten values that are absolutely essential to express or satisfy in your work. Prioritize those top ten and define them on the next page.

Work Content challenging leading competence mastery risk leading edge detail-oriented social activism learning excellence focus creativity variety growth knowledge control adventure helping initiating	Work Setting flexibility deadline pressure surroundings time freedom security high earnings action-oriented structure relaxed pace casual quiet organized excitement pressure predictability location public contact comfortable income	Work Relationships teamwork trust cultural identity caring competition cooperation diversity collaboration humor harmony autonomy recognition support open communication people contact independence fun	Intrinsic Values integrity status prestige achievement respect responsibility power influence appreciation helping belonging community equality independence contributing service authenticity commitment balance honesty having an impact fairness

Values continued

Your Top 10 Values	Your definition of each value