

Assessments: Values Activity

The first part of the career development cycle is knowing yourself – your values, interests, skill sets, strengths, traits, and ambitions. You can't make sound career decisions without knowing who you are and what's important to you.

Value Activity - For each of the values listed in the Values Box, sort them by what's most important to you in the table on the next page. NOTE: Your values will likely change over time; think about what you value today.

VALUES BOX			
HELP SOCIETY - <i>Contributing to improvements in the world.</i>	WORK ALONE Working independently on projects, without significant contact with others.	FREE SCHEDULE Fulfilling responsibilities according to my own schedule, with no specific working hours required.	STATUS Regarded as a person of high intellectual prowess or as an acknowledged "expert" in my field.
HELP OTHERS - Helping people in a direct way, either individually or in groups.	AFFILIATION Recognition as a member of a particular organization or as someone connected to a prestigious person.	FREE TIME Adequate time for leisure activities and interest outside of my work.	DECISION MAKING The power to decide courses of action, policies, etc.
PUBLIC CONTACT Consistent and frequent contact with others.	FRIENDSHIP Developing close personal relationships with people as a result of my work.	POWER Controlling others' work activities; influencing others.	PRESSURE Working in situations with frequent deadlines or where the quality of my work is judged critically by others.
TEAMWORK Close working relationships with co-workers while focusing on common goals.	AUTONOMY Ability to determine the nature of my work without significant direction from others.	INFLUENCE Holding a position to change the attitudes or opinions of others.	COMPETITION Engaging in activities that pit my abilities against others.
PROFIT Job includes a strong likelihood of accumulating large amounts of money/ other material gain.	AMBIGUITY Having responsibilities that are not clearly spelled out.	EXCITEMENT Experiencing a high degree of, or frequent, excitement.	AESTHETICS Studying or appreciating the beauty of things, ideas, etc.
FAST PACE Working in circumstances where there is a high pace of activity and tasks must be performed rapidly.	ORDER Working in an environment that is organized and orderly.	ADVENTURE Having responsibilities that require frequent risk-taking.	CREATIVITY (art) Engaging in creative work through any of several art forms
VARIETY Having responsibilities that frequently change in content or setting.	SPONTANEITY Working under few constraints; the ability to work with abandon and passion.	KNOWLEDGE Pursuing knowledge and understanding; meeting intellectual challenges.	CREATIVITY (other) Creating new ideas, programs, organizational structures, etc not following a format previously developed by others.
PRECISION Working in situations where attention to detail is necessary.	FEEDBACK Receiving frequent feedback and reinforcement from others.	RECOGNITION Recognized publicly for the work quality.	RESPONSIBILITY Taking a high level of responsibility, in any form.
ACHIEVEMENT Experiencing the challenge of completing difficult tasks; feeling a sense of accomplishment.	PHYSICAL CHALLENGE Having a role which makes physical demands I would find rewarding.	ADVANCEMENT Having an excellent chance of moving into a higher or better-paying position.	SETTING Working in comfortable or pleasant surroundings. (Continue onto next page)

LEADERSHIP Direct responsibility for others' work and influence over direction.	STABILITY Having a work routine and job duties that are largely predictable and not likely to change over a period of time.	MORAL FULFILLMENT Significantly contributing to my moral, ethical, spiritual, or personal standards.	TRAVEL Working in a job that requires frequent travel.
BEING SUPERVISED Working under the direction of others.	SECURITY Being assured of keeping my job and receiving a reasonable financial reward.	DEVELOPMENT Being in a situation that permits or requires constant expansion of skills and personal/professional development.	LOCATION Living in a city or geographical area that is conducive to my lifestyle and that allows me to do the things I enjoy most.
BALANCE Experiencing a balance among the family, work, and play aspects of my life.	COMMUNITY Living in a place where I can be involved in community affairs.		

ALWAYS VALUED	OFTEN VALUED	SOMETIMES VALUED	SELDOM VALUED	NEVER VALUED
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REFLECTION:

1. In thinking about this activity, which values came easy for you to place? More difficult for you to place?
2. How did you decide which values were most important to you?
3. Recall a moment or two in your life where you lived out the most important values. What behaviors did you exhibit that support these values?
4. How would you react if these values weren't honored by others? Describe your feelings, thoughts, and actions.
5. In thinking about work environments, how does this help you formulate what to look for as you continue your search for your first or next career? Or, do your current career interests match the values you have listed? Write your thoughts below or discuss with a partner.



Center for Career and
Professional Development

careers.wcu.edu
careerservices@wcu.edu