

EXCLUSIVE CAREER COACHING

Values Sort Activity

For each value below, place a check in one of the boxes next to it. Notice the maximum for each category.

Value	Least Important (max. 6)	Less Important (max. 8)	Neutral (max. 10)	More Important (max. 8)	Most Important (max. 10)
Utilize physical strength/coordination					
Utilize courage/take risks					
Utilize creativity/originality					
Opportunity for advancement					
Ability to do job as efficiently as possible					
Receive recognition for accomplishments					
Ability to exert power/influence					
Higher than average financial rewards					
Ability to help/serve others					
Ability to teach/train others					
Search for knowledge/truth					
Close relationships with co-workers					
Opportunity for continued learning					
Opportunity to work independently					
Good relationship with manager					
Job security					
Intellectual challenge					
Ability to freely express faith/beliefs					
Ability to exert authority/leadership					
Ability to give input/ideas/suggestions					
Respond to problems/emergencies					

Perform clearly defined tasks					
Ability to complete tasks with autonomy					
Flexibility in work hours/schedule					
Work on a team					
Quality/luxurious surroundings					
Earnings directly tied to your contribution					
A quiet workspace					
Opportunity to travel frequently					
Experimenting with different solutions					
Highly structured environment					
Unstructured, open environment					
Variety of work tasks					
Having a fixed set of tasks					
Working on multiple projects simultaneously					
Working on one project at a time					
A competitive work environment					
Work that mentally challenges you					
Receive clear instructions					

You can use this information in two ways:

-If there is a career or specific job you are considering, evaluate it against the criteria above to determine how well it meshes with your values.

-If you are exploring careers, research those that hold your most important values. No matter how many “niceties” the career might have, if it doesn’t offer the value you hold most important, you won’t be satisfied.

NOTE: Some of your values may apply to a career as a whole; other values may be job-specific. For example, “Using physical strength/coordination” is a universal value for a career in physical therapy. Within the career of physical therapy, however, some jobs may satisfy a value of “work on a team,” whereas other jobs may be geared more towards a value of “opportunity to work independently.”