

We thank you for your time spent taking this survey.
Your response has been recorded.

My Work Values

The following questions deal with the various factors that people consider to be important in their work. People use these factors in making important decisions about their jobs and careers. They are not all considered to be equally important and different people place importance on the different factors.

Please read each of the items listed in the section below and thinking about work in general, rather than a specific job, mark an X in the appropriate box to indicate how likely it is that each of the following would be a **TOP PRIORITY** for you in deciding to accept a job or stay in a job.

This is not a test - there are no right answers. You are encouraged to be fully honest in your responses.

Mark an X in the appropriate box to indicate how likely it is that each of the following would be a **TOP PRIORITY** for you in deciding to accept a job or stay in a job.

| | Highly Unlikely (1) | Unlikely (2) | Somewhat Unlikely (3) | Somewhat Likely (4) | Likely (5) | Highly Likely (6) |
|--|---------------------------|-----------------------|----------------------------------|----------------------------------|----------------------------------|----------------------------------|
| Doing work that makes a helpful CONTRIBUTION to SOCIETY; makes a difference | <input type="radio"/> | <input type="radio"/> | <input checked="" type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Having the AUTHORITY to organize and direct the work of others | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input checked="" type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Having the FREEDOM to make decisions about how you do your work and spend your time | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input checked="" type="radio"/> | <input type="radio"/> |
| Having BENEFITS (e.g. vacation pay, health/dental insurance, pension plan, etc.) that meet your personal needs | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input checked="" type="radio"/> | <input type="radio"/> |
| Working on tasks and projects that CHALLENGE your abilities | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input checked="" type="radio"/> | <input type="radio"/> |
| Working in a setting where COMPETENCE is REWARDED | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input checked="" type="radio"/> |
| Doing work that involves CREATIVITY and original thought | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input checked="" type="radio"/> | <input type="radio"/> |
| Working in a setting where policies and programs are administered with FAIRNESS and impartiality | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input checked="" type="radio"/> | <input type="radio"/> |

| | Highly Unlikely (1) | Unlikely (2) | Somewhat Unlikely (3) | Somewhat Likely (4) | Likely (5) | Highly Likely (6) |
|---|---------------------------|-----------------------|-----------------------------|----------------------------------|----------------------------------|-------------------------|
| | Highly Unlikely (1) | Unlikely (2) | Somewhat Unlikely (3) | Somewhat Likely (4) | Likely (5) | Highly Likely (6) |
| Having management that provides timely and constructive FEEDBACK about your performance | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input checked="" type="radio"/> | <input type="radio"/> |
| Working with agreeable and friendly CO-WORKERS with whom you could form friendships | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input checked="" type="radio"/> | <input type="radio"/> |
| Working in an environment that is lively and FUN | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input checked="" type="radio"/> | <input type="radio"/> |
| Having the opportunity to CONTINUOUSLY LEARN and develop new knowledge | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input checked="" type="radio"/> | <input type="radio"/> |
| Having HOURS OF WORK that are convenient to your life | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input checked="" type="radio"/> | <input type="radio"/> |
| Being able to WORK INDEPENDENTLY, without having to rely on others | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input checked="" type="radio"/> | <input type="radio"/> |
| Doing work that makes a SIGNIFICANT IMPACT on the organization | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input checked="" type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Doing work that is INTELLECTUALLY STIMULATING | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input checked="" type="radio"/> | <input type="radio"/> |
| | Highly Unlikely (1) | Unlikely (2) | Somewhat Unlikely (3) | Somewhat Likely (4) | Likely (5) | Highly Likely (6) |
| Doing work that you find INTERESTING, exciting and engaging | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input checked="" type="radio"/> | <input type="radio"/> |

| | Highly Unlikely (1) | Unlikely (2) | Somewhat Unlikely (3) | Somewhat Likely (4) | Likely (5) | Highly Likely (6) |
|--|---------------------------|-----------------------|-----------------------------|---------------------------|----------------------------------|----------------------------------|
| Having the assurance of JOB SECURITY | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input checked="" type="radio"/> |
| Working in an environment that allows you to BALANCE your work life with your private life and family responsibilities | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input checked="" type="radio"/> | <input type="radio"/> |
| Working for a SUPERVISOR who is considerate and SUPPORTIVE | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input checked="" type="radio"/> |
| Working for a SUPERVISOR who is technically COMPETENT | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input checked="" type="radio"/> |
| Doing work that you find personally FULFILLING | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input checked="" type="radio"/> | <input type="radio"/> |
| Having WORK ENVIRONMENT that is physically comfortable | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input checked="" type="radio"/> |
| Having the opportunity for ADVANCEMENT in your career | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input checked="" type="radio"/> |
| | Highly Unlikely (1) | Unlikely (2) | Somewhat Unlikely (3) | Somewhat Likely (4) | Likely (5) | Highly Likely (6) |
| Doing work that pays a large SALARY | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input checked="" type="radio"/> |
| Doing work that is PRESTIGIOUS and regarded highly by others | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input checked="" type="radio"/> |
| Working where RECOGNITION is given for a job well done | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input checked="" type="radio"/> |

| | Highly Unlikely (1) | Unlikely (2) | Somewhat Unlikely (3) | Somewhat Likely (4) | Likely (5) | Highly Likely (6) |
|--|---------------------------|----------------------------------|-----------------------------|----------------------------------|----------------------------------|----------------------------------|
| Doing work that allows you to USE the ABILITIES you have developed through your education and experience | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input checked="" type="radio"/> |
| Doing work that provides change and VARIETY in work activities | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input checked="" type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Doing work that is consistent with your MORAL VALUES | <input type="radio"/> | <input checked="" type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Doing work that provides you with a personal sense of ACHIEVEMENT in your accomplishments | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input checked="" type="radio"/> | <input type="radio"/> |
| Having access to the INFORMATION you need to do your job | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input checked="" type="radio"/> |

| | Highly Unlikely (1) | Unlikely (2) | Somewhat Unlikely (3) | Somewhat Likely (4) | Likely (5) | Highly Likely (6) |
|---|---------------------------|-----------------------|----------------------------------|----------------------------------|----------------------------------|-------------------------|
| Doing work that allows for a lot of SOCIAL INTERACTION | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input checked="" type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Having the ability to INFLUENCE organizational outcomes | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input checked="" type="radio"/> | <input type="radio"/> |
| Having access to the TRAINING you need to improve your skills | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input checked="" type="radio"/> | <input type="radio"/> |
| Work that allows you to TRAVEL and see different places | <input type="radio"/> | <input type="radio"/> | <input checked="" type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Doing work that allows you to HELP PEOPLE | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input checked="" type="radio"/> | <input type="radio"/> | <input type="radio"/> |

The Following are your Work Value Scores corresponding to the O*NET Work Importance Profiler (<https://www.onetcenter.org/WIL.html>):

Each of these work values is scored out of 6, with higher scores indicating values that are higher priorities for you as an individual. Interpret the scores as follows:

1 - 3 = Low priority for you;

4 - 5 = Moderate priority for you;

Greater than 5 = High priority for you.

1. **Achievement** — Occupations that satisfy this work value are results oriented and allow employees to use their strongest abilities, giving them a feeling of accomplishment. Corresponding needs are Ability Utilization and Achievement.

YOUR SCORE: 5.5/6

2. **Independence** — Occupations that satisfy this work value allow employees to work on their own and make decisions. Corresponding needs are Creativity, Responsibility and Autonomy.

YOUR SCORE: 5/6

3. **Recognition** — Occupations that satisfy this work value offer advancement, potential for leadership, and are often considered prestigious. Corresponding needs are Advancement, Authority, Recognition and Social Status.

YOUR SCORE: 5.4/6

4. **Relationships** — Occupations that satisfy this work value allow employees to provide service to others and work with co-workers in a friendly non-competitive environment. Corresponding needs are Co-workers, Moral Values and Social Service.

YOUR SCORE: 3.8333333333333335/6

5. **Support** — Occupations that satisfy this work value offer supportive management that stands behind employees. Corresponding needs are Company Policies, Supervision:

Human Relations and Supervision: Technical.

YOUR SCORE: 5.75/6

6. **Working Conditions** — Occupations that satisfy this work value offer job security and good working conditions. Corresponding needs are Activity, Compensation, Independence, Security, Variety and Working Conditions.

YOUR SCORE: 5.285714285714286/6

Continue with the survey to access a link and download a full summary of your results

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