YOUR VALUES

Whether you realize it or not, every time you make a choice about doing one thing as opposed to another, you make a value decision. When you have a decision that involves two or more conflicting values that are of major importance to you, the decision can be extremely difficult to make (e.g., career values may conflict with family and friendship values). You can, however, make these decisions more effectively if you have some idea of what your most important values are and the priority that you give to each. If you can bring your actions more into harmony with your values, you will feel more satisfied with the decisions you make, including career decisions. Many people find that the most satisfying and meaningful work is highly compatible with their values.

DO ****

VALUES ASSESSMENT

*The following exercises will help you to understand which work and personal values are important to you, and what priorities you give to them. Because some of our influences change throughout our lives, our values are bound to change as well. What you highly value now may become less of a priority later so it’s important*

*to reflect on your values frequently throughout your life.*

PART I: WORK VALUES

**Rate each work value using the following scale:**

1 = very important to have in my work

2 = somewhat important to have in my work

3 = unimportant to have in my work

I WANT WORK CONDITIONS THAT PERMIT OR REQUIRE THE FOLLOWING:

\_1\_ **Independence/Autonomy:** Doing what you want to do without much direction from others.

\_2\_ **Time flexibility:** Arranging your own hours, working according to your own time schedule.

\_2\_ **Change/Variety:** Performing varying tasks in a number of different settings.

\_1\_ **Change/Risk:** Performing new tasks or leading new programs that challenge the established order and may

be initially resisted.

\_1\_ **Stability/Security:** Working in a secure job that pays you reasonably well.

\_2\_ **Physical challenge:** Performing dangerous tasks that challenge your physical capabilities.

\_2\_ **Physical demands:** Performing physically strenuous but relatively safe activities.

\_1\_ **Mental challenge:** Performing demanding tasks that challenge your intelligence and creativity.

\_2\_ **Pressure:** Performing in a highly critical environment with constant deadlines.

\_1\_ **Precise work:** Performing prescribed tasks that leave little room for error.

\_2\_ **Decision making:** Making choices about what to do and how to do it.

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DO ****

I WANT TO WORK FOR THE FOLLOWING PURPOSES:

\_2\_ To pursue truth/knowledge.

\_2\_ To acquire expertise/authority.

\_2\_ To use creativity/innovativeness.

\_3\_ To foster aesthetic appreciation.

\_2\_ To make social contributions.

\_2\_ To acquire material gain.

\_1\_ To seek recognition.

\_2\_ To promote ethics/morality.

\_2\_ To seek spiritual/transpersonal gain.

I WANT MY RELATIONSHIPS AT WORK TO INVOLVE THE FOLLOWING:

\_3\_ Working alone doing assignments by yourself, with minimal contact with other people.

\_2\_ Public contact interacting in predictable ways with a continuous flow of people.

\_3\_ Developing close friendships with coworkers.

\_3\_ Group membership belonging to a group with a common purpose and/or interest.

\_1\_ Helping others

\_1\_ Influencing others

\_1\_ Supervising others

\_2\_ Controlling others

LIST YOUR THREE MOST IMPORTANT WORK VALUES IN EACH OF THE THREE CATEGORIES.

|  |  |  |
| --- | --- | --- |
| WORK CONDITIONS | WORK PURPOSES | WORK RELATIONSHIPS |
| 1. Independence/Autonomy | 1. To seek recognition. | 1. Supervising others |
| 2. Mental challenge | 2. To pursue truth/knowledge. | 2. Helping others |
| 3. Stability/Security | 3. To acquire expertise/authority. | 3. Influencing others |

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DO ****

PART II: PERSONAL VALUES

**Rank your top five values, with #1 being the most important to you. Then put an “X” next to the five values that are least important to you.**

|  |  |
| --- | --- |
| \_\_ Good Health | \_\_ To be remembered for my accomplishments |
| \_\_ Many close friendships | \_\_ Helping those in distress |
| \_\_ A large family | \_1\_ Freedom to live where I wish |
| \_x\_ A fulfilling career | \_\_ Time to myself |
| \_\_ A stable marriage | \_\_ Enjoyment of arts, entertainment, and cultural |
| \_\_ A financially comfortable life | activities |
| \_\_ Independence | \_\_ A life with many challenges |
| \_\_ Creativity | \_\_ A life with many changes |
| \_\_ Participating in an organized religion | \_\_ Opportunity to be a leader |
| \_\_ Having children | \_\_ To make a major discovery that would save lives |
| \_\_ A variety of interests and activities | \_\_ A good physical appearance |
| \_\_ Freedom to create my own lifestyle | \_\_ Opportunity to establish roots in one place |
| \_\_ Owning a house | \_\_ Opportunity for physical activities |
| \_\_ A happy love relationship | \_\_ An exciting life |
| \_\_ Fulfilling careers for me and my spouse | \_\_ A chance to get into politics |
| \_\_ Contributing to my community | \_\_ To live according to strong moral values |
| \_\_ Abundance of leisure time | \_\_ Opportunity to teach others |
| \_\_ Ability to move from place to place | \_x\_ To write something memorable |
| \_x\_ A stable life | \_\_ A chance to become famous |
| \_\_ A life without stress | \_\_ To help others solve problems |
| \_\_ Strong religious values | \_x\_ To make lots of money |
| \_\_ A chance to make social changes |  |
|  |  |

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DO ****

LIST FIVE OF YOUR MOST IMPORTANT PERSONAL VALUES.

1. Freedom to live where I wish.

2. To write something memorable.

3. A fulfilling career.

4. A stable life.

5. To make lots of money.

*Adapted for use from Training for Life: A Practical Guide to Career and Life Planning, Fifth*

*Edition (1994), with permission from the authors, Bernadette M. Black and Fred J. Hecklinger.*

REFLECT ****

1. What was the process of deciding like for you? Was this easy or difficult?

It was no difficult because I have clarity in my future and on the thing I want.

1. Our values change throughout our lifetime, but what observations can you make about your values right now?

My values are directed to my wishes that have been made recently in my life.

1. How important is it to you to live out your personal values in your work life?

It is very important, it defines who I am and how I am going to respond to every situation.

1. How have your most important personal values impacted your life choices thus far?

Deciding in what I want to work in the future.

1. How do you think your most important work and personal values will affect your career choice(s)?

Taking the right choices and making the right friends.

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