

# Work Values

An individual's work personality is determined by his or her needs and abilities. Similarly, ability requirement and possible reinforcement are important characteristics of a work environment. Job satisfaction of an individual depends on alignment of her needs to the reinforcement offered by the work environment. We identify 21 needs, grouped into 6 work values.

## **ACHIEVEMENT:**

Using your best abilities, feeling a sense of accomplishment.

## **WORKING CONDITION:**

Pay, job security, physical working condition, work that suits temperament.

## **RECOGNITION:**

Advancement, recognition, respect.

## **RELATIONSHIP:**

Service to others, getting along with others, having a clean conscience.

## **SUPPORT:**

Competent & considerate management.

## **INDEPENDENCE:**

Competent & considerate management.

