**MISSION AND IMPACT**

\_\_\_ Social change: I want to make a

contribution to society at large. (3)

\_\_\_ Service: I want to be directly involved in helping individuals.(3)

\_\_\_ Influence: I want my work to shape and influence the thinking of others. (3)

\_\_\_ Decision making: I want to have a meaningful role in deciding direction and policy in my field. (1)

\_\_\_ Ethics: I want my work to connect directly with my own principles and morals. (3)

\_\_\_ Community: I want my work to be of direct benefit to the community in which I live. (3)

**SOCIAL INTERACTION, COLLABORATION AND TEAMWORK**

\_\_\_ Sociability: I want to engage regularly with people as part of my daily work. (1)

\_\_\_ Solitude: I want to work alone or mostly alone, without substantial engagement with others. (4)

\_\_\_ Teamwork: I want to work as part of a collaborative team on projects and assignments. (2)

\_\_\_ Management: I want to lead and directly supervise the work of others. (4)

\_\_\_ Autonomy: I want to work independently with minimal direction or supervision. (2)

**ROUTINE**

\_\_\_ Deadlines: I want to work under

time-sensitive conditions, where there

is pressure to deliver. (4)

\_\_\_ Variation: I want my tasks and

responsibilities to vary regularly. (2)

\_\_\_ Consistency: I want a routine of tasks and responsibilities that remains largely the same. (3)

\_\_\_ Detail: I want to engage in work where attention to detail, precision, and/or accuracy matter a great deal. (3)

\_\_\_ Flexibility: I want the ability to influence my schedule in a way that works for me. (1)

\_\_\_ Travel: I want to travel regularly for work, experiencing new places. (2)

**REWARD**

\_\_\_ Acknowledgment: I want to receive

public acknowledgment for my professional accomplishments. (3)

\_\_\_ Compensation: I want my work to deliver significant financial reward. (3)

\_\_\_ Security: I want a position and a salary that are likely to remain secure. (1)

\_\_\_ Prestige: I want to work in a role or at a company that is valued by others. (3)

**CHALLENGE AND EXPRESSION**

\_\_\_ Expertise: I want to work hard toward expertise and mastery in my field. (2)

\_\_\_ Creativity: I want my work to have a

strong element of creativity. (3)

\_\_\_ Competition: I want to work in an

environment where my skills are tested against the skills of others. (3)

\_\_\_ Risk-taking: I want to experience a sense of risk and adventure in my work. (3)

\_\_\_ Thrill: I want my work to be exciting on a regular basis. (2)

\_\_\_ Physical engagement: I want my work to involve being physically active and using physical skills. (3)

Take all the values you’ve ranked as 1, or essential, and list them:

* Decision making: I want to have a meaningful role in deciding direction and policy in my field.
* Sociability: I want to engage regularly with people as part of my daily work.
* Flexibility: I want the ability to influence my schedule in a way that works for me.
* Security: I want a position and a salary that are likely to remain secure.