**MISSION AND IMPACT**

4 Service: I want to be directly involved in helping individuals.

3 Influence: I want my work to shape and influence the thinking of others.  
4 Social change: I want to make a contribution to society at large.

4 Decision making: I want to have a meaningful role in deciding direction and policy in my field.

3 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.

**SOCIAL INTERACTION, COLLABORATION AND TEAMWORK**

3 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.

3 Management: I want to lead and directly supervise the work of others.

2 Autonomy: I want to work independently

with minimal direction or supervision.

**ROUTINE**

4 Deadlines: I want to work under time-sensitive conditions, where there is pressure to deliver.

3 Variation: I want my tasks and responsibilities to vary regularly.

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

4 Detail: I want to engage in work where attention to detail, precision, and/or a accuracy matter a great deal.

3 Flexibility: I want the ability to influence my schedule in a way that works for me.

2 Travel: I want to travel regularly for work, experiencing new places.

**REWARD**

2 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.

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

**CHALLENGE AND EXPRESSION**

4 Expertise: I want to work hard toward expertise and mastery in my field.

4 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.

3 Physical engagements: I want my work to involve being physically active and using physical skills.

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

* Teamwork: I want to work as part of a collaborative team on projects and assignments
* Creativity: I want my work to have a strong element of creativity.
* Deadlines: I want to work under time-sensitive conditions, where there is pressure to deliver.
* Detail: I want to engage in work where attention to detail, precision, and/or a accuracy matter a great deal.
* Service: I want to be directly involved in helping individuals.
* Decision making: I want to have a meaningful role in deciding direction and policy in my field.