

MY SELF DISCOVERY

Week 5-Personal Values and Social Styles



CAREER VALUES

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Why Focus on Career Values?

It is important to consider why we are drawn to certain types of careers, as well, as why we are disinterested in others. After graduation, many students enter the workforce and experience varying degrees of “career disillusionment” – they find themselves moving from one employer to the next in search of the perfect job.

Understanding our career values is a critical step in the career planning process. Our values help us to define what is purposeful, meaningful, and important in our lives – they help to guide our choices when looking at potential careers or employers that we wish to work for. Often when we experience job dissatisfaction, it is a result of value misalignment. For example, let's say that your top two career values are autonomy and achievement. However, you are working for a large bureaucratic organization where change is extremely slow and handled with caution. In addition to this, you report directly to a “micro” manager who enjoys overseeing everything you do and is insistent that your work does not deviate from your job description – which is very limited! How long do you think it will be before you begin looking for another job or show up to work each day with grudging compliance?

Career Value Framework

Taking time to explore and identify our core values is one of the most important investments that you will make. Finding the right career is not something that happens by accident or that we miraculously fall into – it is intentional and focused. A helpful framework for thinking about career values was developed Nova (www.novaworks.org). “In their Values Driven Work assessment exercise, career values are clustered in four domains: Intrinsic Values, Work Environment Values, Work Content Values, and Work Relationship Values.

Intrinsic Values: What motivates me to truly love my work day after day? Among a list of these values are Achievement, Giving to Community, Status, Independence, and Power.

Work Environment Values: What working conditions provide an optimum environment in which can do my best work? Work Environment Values include Learning, Benefits, Fast-Paced, Comfortable Income, Structure and many more.

Work Content Values: What makes my work activities most satisfying and engaging to me? Among the 18 values in this area are values such as Problem Solving, Organizing, Public Contact, Detailed, and Creative.

Work Relationship Values: What characteristics of interaction with others in my workplace are the most important to me? Work Relationship Values include Open Communication, Diversity, Leadership, Teamwork, Competition, and Trust.”

Career Value Exercises

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Describe in detail what your dream career would look like (your role, responsibilities, location, benefits, pay, workplace environment, etc.).

Based on the description you provided of your dream career, go through the career values inventory below and begin to identify related values.

After you have identified these values, rank your top five based on their level of importance.

Career Value Inventory

What is important to you?

Review the examples of work values below and rate their importance:

Very Important: You must have this in your work

Important: This would be nice to have

Neutral: Undecided – no strong feeling one way or the other

Not Important: This is something you could easily go without


Achievement: Results oriented; using your strongest skills; feeling a sense of accomplishment

			
Very Important	Important	Neutral	Not Important

Advancement: Move forward in your career and have opportunities to grow

			
Very Important	Important	Neutral	Not Important

Adventure/Excitement: Risk taking, lots of activity, and thrill seeking through action

			
Very Important	Important	Neutral	Not Important

Aesthetics: Appreciation for the beauty of things, people, art, nature, and surroundings

			
Very Important	Important	Neutral	Not Important

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Altruism / Help Society: Contribute to the greater good



Balance: The ability to pursue interests and fulfill commitments outside of work



Benefits: Additional work compensation such as vacation, insurance, sick benefits, etc.



Collaboration: Provide support / service to others to find common ground and achieve shared growth



Competition: Opportunities to test your skills or match your performance against others



Consistency: Consistent duties that are dependable and do not change over time



Contact: Frequent contact with colleagues, clients, students, patients, customers



Creativity: Express new ideas, programs, systems, etc.



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Expertise: Be known as someone with special knowledge, skill, and ability in a specific area



Fun: A playful, light hearted work environment where humor is appreciated



Fast Paced: Quick pace of activity with quick outcomes



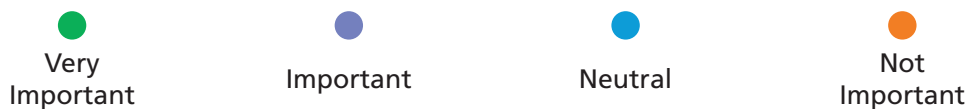
Harmony: A calm, harmonious environment with minimal conflict



Help Others: Assist others in direct ways, either in groups or individually



Independence: Work without constant supervision; the ability to make decisions without consult



Influence Others: Have significant impact on others to change attitudes and opinions



Kinesthetic: Use your hands and body



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Knowledge/Learning: Gather new information and ideas



Leadership: Inspire, motivate, or direct others



Location: Live somewhere conducive to your lifestyle and priorities



Make Decisions: Power to decide course of action / policies



Mental Challenges: Perform tasks requiring mental effort in order to be done successfully



Money: Significant financial benefit / making a lot of money



Personal Growth: Opportunities to grow as a person



Physical Challenge: Physical demands you find rewarding



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Spiritual Fulfillment: Consistency with your ideals, beliefs, and / or morals



Security: Stable work environment and financial stability



Status / Prestige: Respect from others given nature and level of your work



Support: Advocacy, resources, training, and guidance from management



Technology: Use of computers, electronic equipment, and technical software



Time Freedom: Management of your own schedule / workload



Travel: Opportunity to travel



Variety: Frequent changes in your work tasks



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Work Alone: Do projects individually; little contact with others

			
Very Important	Important	Neutral	Not Important

Work Conditions: Comfortable work environment, dress code, additional amenities

			
Very Important	Important	Neutral	Not Important

Work Under Pressure: Time pressure is significant and quality is critically received

			
Very Important	Important	Neutral	Not Important

Now rank your top five based on their level of importance.
