**MISSION AND IMPACT**

\_2\_ Social change: I want to make a

contribution to society at large.

\_2\_ Service: I want to be directly involved in

helping individuals.

\_3\_ Influence: I want my work to shape and

influence the thinking of others.

\_1\_ 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.

\_3\_ Solitude: I want to work alone or mostly alone, without substantial engagement with others.

\_2\_ 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.

\_1\_ Autonomy: I want to work independently

with minimal direction or supervision.

**ROUTINE**

\_2\_ 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.

\_2\_ Consistency: I want a routine of tasks and responsibilities that remains largely the same.

\_2\_ Detail: I want to engage in work where attention to detail, precision, and/or accuracy matter a great deal.

\_2\_ 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**

\_3\_ Acknowledgment: I want to receive

public acknowledgment for my professional accomplishments.

\_1\_ Compensation: I want my work to deliver significant financial reward.

\_2\_ Security: I want a position and a salary that are likely to remain secure.

\_2\_ Prestige: I want to work in a role or at a company that is valued by others.

**CHALLENGE AND EXPRESSION**

\_2\_ Expertise: I want to work hard toward expertise and mastery in my field.

\_3\_ Creativity: I want my work to have a

strong element of creativity.

\_2\_ Competition: I want to work in an

environment where my skills are tested against the skills of others.

\_1\_ Risk-taking: I want to experience a sense of risk and adventure in my work.

\_2\_ Thrill: I want my work to be exciting on a regular basis.

\_3\_ Physical engagement: 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:

Decision making

Autonomy

Compensation

Risk-taking