

Identifying your Values

Values are the things that we believe in and which we think are important. Each person has a value system which is influenced by their background and their philosophy about life. Values are important in not only choosing the right occupation, but also the environment in which you wish to be in and the people whom you wish to work with.

Values should be at the centre of every career decision, and yet they are often overlooked when making decisions about your future.

In the list below, tick the values in terms of how important they are to you in your work:

Intrinsic Values – What motivates me to truly love my work day after day?

- Belonging
- Giving to the Community
- Self-Respect
- Power
- Status
- Environmental Awareness
- Balance
- Honesty
- Integrity
- Equality
- Spirituality
- Achievement
- Influence
- Contributing
- Commitment
- Respect
- Independence
- Responsibility

Work Environment Values – What conditions provide an optimum environment in which I can do my work?

- High Earnings
- Comfortable Income
- Fast-Paced
- Benefits
- Learning
- Sense Of Community
- Predictable
- Structure
- Relaxed
- Flexible
- Time Freedom
- Security
- Autonomy
- Aesthetically Pleasing
- Quiet
- Location
- Excitement
- Personal Safety

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Work Content Values – What makes my work activities most satisfying and engaging for me?

- Helping
- Public Contact
- Analytical
- Conceptualising
- Organising
- Risk Taking
- Adventurousome
- Research
- Detailed
- Initiating
- Creative
- Decision-Making
- Variety
- Leading-Edge
- Advocacy
- Problem-Solving
- Challenging
- Physical

Work Relationship Values – What characteristics of interaction with others in my workplace are most important to me?

- Cooperation
- Loyalty
- Harmony
- Fun
- Management
- Team Work
- Trust
- Diversity
- Individualism
- Caring
- Recognition
- Competition
- Support
- Friendships
- Open Communication
- Leadership

(Adapted from Values Driven Work, NOVA)

Your top 10 Values in order of Importance:

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Value 1= most importance	Currently Met?	What does this value mean to you?
1.		
2.		
3.		
4.		
5.		
6.		
7.		
8.		
9.		
10.		

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Questions for consideration and reflection:

1. What would your work and life look like if your highest career values were being met?

2. Are there any of your values that are not currently being met, or will not be met with the career ideas that you are considering? What are your thoughts about this?

3. What would a job (or company) look like that encourages your top 10 values? Write down ideas that summarise your values in terms of the job and organisation that would best suit what is important to you.
