The Ordering of 51 Work Values

In “Values and Teaching” authors Rath, Harmin, and Simon offer a representative list of work values upon which this list expands. Read the entire list, then

1) Check off the work values that are important to you
2) Rank the top ten work values that you have identified

<table>
<thead>
<tr>
<th>Work Value</th>
<th>Description</th>
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<tbody>
<tr>
<td>Achievement</td>
<td>Successfully accomplish targeted results through personal effort and contribution</td>
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<tr>
<td>Adventure</td>
<td>Have work duties which involve frequent risk-taking</td>
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<tr>
<td>Aesthetics</td>
<td>Be involved in studying or appreciating the beauty of things, ideas, etc.</td>
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<tr>
<td>Artistic Creativity</td>
<td>Engage in create work in any of several art forms</td>
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<tr>
<td>Authenticity</td>
<td>Behave/ present myself accurately and genuinely in the work environment</td>
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<tr>
<td>Belonging</td>
<td>Feel that I am a welcomed part of the group</td>
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<tr>
<td>Challenge</td>
<td>Perform work that is emotionally or intellectually demanding, stimulating</td>
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<tr>
<td>Change and Variety</td>
<td>Have work responsibilities which frequently change in their content and setting.</td>
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<tr>
<td>Community</td>
<td>Live in a town or city where I can get involved in community affairs.</td>
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<tr>
<td>Competence</td>
<td>Demonstrate sufficient skill and ability</td>
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<tr>
<td>Competition</td>
<td>Engage in activities which pit my abilities against others where there are clear win-and-lose outcomes.</td>
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<tr>
<td>Cooperation / Collaboration</td>
<td>Engage in activities which combine my abilities with others to achieve mutually agreed upon outcomes.</td>
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<tr>
<td>Creativity (general)</td>
<td>Create new ideas, programs, structures, or anything else not following a format previously developed by others.</td>
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<tr>
<td>Cultural Identity</td>
<td>Behave publicly according to characteristics of family or origin or other group affiliation</td>
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<tr>
<td>Excellence/Quality</td>
<td>Deliver service/product/results of highest possible quality</td>
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<tr>
<td>Excitement</td>
<td>Experience a high degree of (or frequent) excitement in the course of my work.</td>
</tr>
<tr>
<td>Flexibility</td>
<td>Adaptability of work conditions or expectations</td>
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</table>

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___ Friendships
Develop close personal relationships with people as a result of my work

___ Growth/Learning
Develop existing skills or personal qualities and acquire new ones

___ Harmony
Get along with most co-workers in the work environment without major sources of friction

___ Help Others
Be involved in helping other people in a direct way, either individually or in small groups

___ Help Society
Do something to contribute to the betterment of the world I live in.

___ Humour/Fun
Enjoy time for laughter in the workday

___ Independence / Self-Direction
Be able to determine the nature of my work without significant direction from others; not have to do what others tell me to do.

___ Influence People
Be in a position to change attitudes or opinions of other people.

___ Integrity / Moral Fulfillment
Feel that my work is contributing significantly to a set of moral standards which I feel are very important.

___ Intellectual Status
Be regarded as a person of high intellectual prowess or as an acknowledged "expert" in a given field.

___ Knowledge
Engage myself in the pursuit of knowledge, truth, and understanding.

___ Location
Find a place to live (town, geographical area) which is conducive to my lifestyle and affords me the opportunity to do the things I enjoy most.

___ Make Decisions
Have the power to decide courses of action, policies, etc..

___ Open Communication
Communicate freely among all levels of personnel

___ Other
A value not already represented elsewhere on this list

___ Other
A value not already represented elsewhere on this list

___ Pace:
___ Fast or Relaxed
Work in circumstances where work must be done rapidly / at a very comfortable pace.

___ Physical Challenge
Have a job that makes physical demands which I would find rewarding.

___ Power and Authority
Control the work activities or (partially) the destinies of other people.

___ Precision Work
Work in a situation where there is little tolerance for
errors.

___ Predictability
Know in advance what is expected or required

___ Profit/Gain
Have a strong likelihood of accumulating large amounts of money or other material gain.

___ Public Contact
Have a lot of day-to-day contact with people.

___ Recognition
Be recognized for the quality of my work in some visible or public way.

___ Satisfaction
Attain pleasure in fulfillment of desired objectives

___ See Results
Recognize outcomes and positive consequences of my work

___ Stability
Be assured of keeping my job and receiving a reasonable financial reward.

___ Structure
Work in an organizational arrangement that defines and delineates available activities, expectations, and communications

___ Supervision
Have a job in which I am directly responsible for the work done by others.

___ Teamwork / Work with Others
Have close working relationships with a group; work as a team toward common goals

___ Time Freedom
Have work responsibilities which I can work at according to my own time schedule; no specific working hours required.

___ Trust
Be assured that others have confidence in me, my abilities and my work, and vice versa

___ Work Alone
Do projects by myself, without any significant amount of contact with others

___ Work under Pressure
Work in situations where time pressure is prevalent and/or the quality of my work is judged critically by supervisors, customers, or others.
Work Values Card Sort

Questions

1. Now that you have had a chance to reflect on and identify some key work values, what have you learned about yourself?

2. Any surprises? Any new insights? Have some of your values changed? How?

3. How do your highest ranking values match up to your present work situation (even if you don’t have a job right now)?

4. If they do not match up, is there a way to up the notch of a value (or values) at your current or most recent work situation?

5. How does knowing this impact your current career situation, and any decisions you are considering?