

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

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

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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 |
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| ___ 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 |

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| ___ | Predictability | errors. 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?