

EY Center for Careers

Career Values Assessment

Career Values are your unique core motivators which will determine your overall and lasting satisfaction with your work. Your core values tend to remain stable over time, but some may change, especially as you learn more about yourself and your choices. There are no right or wrong values. Your career satisfaction will be based on the best combination of the values that you feel are most important.

Rate the importance of each of the following values (individually) using the scale of 5 to 1 below:

5 = Always Valued 4 = Often Valued 3 = Sometimes Valued
2 = Seldom Valued 1 = Never Valued

___ Affiliation	Recognized as a member of a particular organization.
___ Artistic Creativity	Engage in creative work in any of several art forms.
___ Intellectual Status	Regarded as very well-informed and a strong theorist, acknowledged as an "expert" in a given field.
___ Work With Others	Team player in achieving common goals, enjoy close relations with a group.
___ Knowledge	Engage in pursuit of knowledge, truth and understanding.
___ Time Freedom	Working responsibilities involve individual time schedule with no specific hours required.
___ Creativity	Create new ideas, programs, organized structures or anything else not following format developed by others.
___ Public Contact	Experience continuous day-to-day contact with people.
___ Status	Impress or gain the respect of friends, family and community by the nature and/or level of responsibility of the position and/or employer.
___ Physical Challenge	Perform a job that requires bodily strength, speed, dexterity, or agility.
___ Adventure	Work duties involve frequent risk-taking.
___ Advancement	Ability to get ahead in an expedient way, gaining opportunities for growth and seniority from a job well done.
___ Help Society	Job functions and goals contribute to the betterment of the world.
___ Moral Fulfillment	Work is contributing to ideals and ethics that are of great importance.
___ Make Decisions	Possess the power to decide courses of action, policies, etc. - a judgment job.
___ Excitement	Experience a high degree of stimulation or frequent novelty and drama on the job.
___ Security	Assured of keeping a job with reasonable financial remuneration.
___ Wealth Accumulation	Capable of accumulating large amounts of money or other material gain through ownership, profit-sharing, commissions, merit pay increases and the like.
___ Location	Find a place to live conducive to lifestyle - a desirable home base for leisure, learning, and work life.

___Job Tranquility	Avoid pressures and “the rat race” in job role and work setting.
___Precision Work	Deal with tasks that have exact specifications requiring careful, accurate attention to detail.
___Work Alone	Work on projects independently, without any amount of contact with others.
___Work Under Pressure	Work in time-pressured circumstances, where there is little margin for error, and/or demanding personal relationships.
___Recognition	Obtain positive feedback and public credit for a job well done.
___Exercise Competence	Demonstrate a high degree of proficiency in job skills and knowledge showing above average effectiveness.
___Creative Expression	Proven ability to express in writing and in person ideals concerning job and how it can be improved on; have opportunities for experimentation and innovation.
___Work/Life Balance	Balance with adequate time and energy to devote to worker and other life roles such as parent, spouse, citizen (volunteering), student, and leisurite (enjoy leisure activities).
___Competition	Engage in activities which pit skills and abilities against others.
___Influence People	Work in a position that can change attitudes or opinions of other people.
___Friendships	Develop close personal relationships with people as a result of work activity.
___Aesthetics	Involved in studying or appreciating the beauty of things, ideas, etc.
___Community	Live in a town or city where it is easy to meet neighbors and become active in local politics or service projects.
___Change and Variety	Work responsibilities are frequently changed in content and setting.
___Work On Frontiers of Knowledge	Involved in research and development, generating information and new ideas in the academic, scientific, or business communities.
___Leadership/Management	Lead/manage work activities that can affect the futures of team members.
___Fast Pace	Productive in a fast pace work environment.
___Stability	Work a largely predictable job with routines and duties that are not likely to change over a long period of time.
___Help Others	Involved in helping people directly, either individually or in small groups.
___Autonomy	Work with little or no supervision, and make many or most decisions.

Top Eight Values:

List your top 6 - 8 values from the list above (start with those rated as "5") and rank them in order of importance (make note if any of your top values are "absolutely required").

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| 1. _____ | 5. _____ |
| 2. _____ | 6. _____ |
| 3. _____ | 7. _____ |
| 4. _____ | 8. _____ |

Are you surprised by any of your results? Or is this what you expected? (Many times you don't realize something is or is not an important value until you are faced with comparing and ranking.)

Are there any "Deal Breakers", absolute values of which you would not compromise (in other words, without them, your work will ultimately not be satisfying)?