Values dictate your actions, and you will choose or not choose to do something based on your values. Your core values tend to remain stable over time, but they can change. There are no right or wrong values. Your career satisfaction will be based on the best combination of values that you feel are most important.

Rate the importance 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

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_____ 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.

_____ 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.

_____ Profit, Gain
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. |
| ____ Expression Creative | 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. |
| ____ 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. |
| ____ High Earnings Anticipated | Earnings enhance lifestyle to purchase essentials and preferred luxuries. |
| ____ Help Others | Involved in helping people directly, either individually or in small groups. |
| ____ Supervision | Directly responsible for work done by others through job role. |
**Top Eight Values:**

List your top 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”).

1. __________________________

2. __________________________

3. __________________________

4. __________________________

5. __________________________

6. __________________________

7. __________________________

8. __________________________

What were the results? Are you surprised? 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 choosing.

What would be the Deal Breakers? What would you NOT compromise on?