

# EY Center for Careers

## Career Values Assessment

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

<input type="checkbox"/> <b>Job Tranquility</b>	Avoid pressures and “the rat race” in job role and work setting.
<input type="checkbox"/> <b>Precision Work</b>	Deal with tasks that have exact specifications requiring careful, accurate attention to detail.
<input type="checkbox"/> <b>Work Alone</b>	Work on projects independently, without any amount of contact with others.
<input type="checkbox"/> <b>Work Under Pressure</b>	Work in time-pressured circumstances, where there is little margin for error, and/or demanding personal relationships.
<input type="checkbox"/> <b>Recognition</b>	Obtain positive feedback and public credit for a job well done.
<input type="checkbox"/> <b>Exercise Competence</b>	Demonstrate a high degree of proficiency in job skills and knowledge showing above average effectiveness.
<input type="checkbox"/> <b>Expression Creative</b>	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.
<input type="checkbox"/> <b>Competition</b>	Engage in activities which pit skills and abilities against others.
<input type="checkbox"/> <b>Influence People</b>	Work in a position that can change attitudes or opinions of other people.
<input type="checkbox"/> <b>Friendships</b>	Develop close personal relationships with people as a result of work activity.
<input type="checkbox"/> <b>Aesthetics</b>	Involved in studying or appreciating the beauty of things, ideas, etc.
<input type="checkbox"/> <b>Community</b>	Live in a town or city where it is easy to meet neighbors and become active in local politics or service projects.
<input type="checkbox"/> <b>Change and Variety</b>	Work responsibilities are frequently changed in content and setting.
<input type="checkbox"/> <b>Work On Frontiers of Knowledge</b>	Involved in research and development, generating information and new ideas in the academic, scientific, or business communities.
<input type="checkbox"/> <b>Leadership/Management</b>	Lead/manage work activities that can affect the futures of team members.
<input type="checkbox"/> <b>Fast Pace</b>	Productive in a fast pace work environment.
<input type="checkbox"/> <b>Stability</b>	Work a largely predictable job with routines and duties that are not likely to change over a long period of time.
<input type="checkbox"/> <b>High Earnings Anticipated</b>	Earnings enhance lifestyle to purchase essentials and preferred luxuries.
<input type="checkbox"/> <b>Help Others</b>	Involved in helping people directly, either individually or in small groups.
<input type="checkbox"/> <b>Supervision</b>	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").

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|----------|----------|
| 1. _____ | 5. _____ |
| 2. _____ | 6. _____ |
| 3. _____ | 7. _____ |
| 4. _____ | 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?