

PRIORITIZING VALUES IN YOUR CAREER PLANNING

(For more complete information on values and your career refer to the
"Self Assessment/Career Testing" topic in the Virtual Career Center)

Values are beliefs that are of worth or importance in your life. Values are motivators and are a basis for personal and professional fulfillment. In the context of work, feeling 'mismatched' may arise from conflicts between your set of work values and the values of your job/workplace.

A selective list of work values follows. While it does not represent all values it highlights typical important beliefs to many workers. **Place a check or X** to the left of the values that are important to you. Add other important values to you that are not on this list. **Number your five most important values**, to the left of the table, and determine how well the opportunities you are considering in career plans and jobs in your current and future searches meet these values. **Develop questions to ask in interviews** about how your targets for fulfilling your values will be met by the companies and jobs for which you are applying

<i>Selected Value</i>	<i>How You Have/ Wish To Fulfill This Value at Work</i>
ACHIEVEMENT Setting high goals; reaching high performance standards	
ADVANCEMENT More responsibility; promotion	
ATTRACTIVE WORK SETTING	
BALANCE W/OTHER LIFE ROLES	
CHALLENGING PROBLEMS TO SOLVE	
CLEAR EXPECTATIONS Success parameters are spelled out	
COMPETENCE Developing, using skills effectively; mastery	
CONTRIBUTE TO SOCIETY	
CONTRIBUTE TO OTHERS Clients, customers, mentor colleagues	
CONVENIENT LOCATION Easy commute; close to transportation	
ENVIRONMENTALLY CONSCIOUS ORGANIZATION	
ETHICS Moral fulfillment	
FAST PACE Work with deadlines; under pressure	
FLEXIBLE WORK ARRANGEMENTS Telecommute; four-day week; able to make up absences of several hours	

	GOOD BENEFITS	
	HEALTHY COMPETITION	
	HIGH SALARY	
	INDEPENDENT CONTRIBUTION Not closely supervised; make decisions; work alone	
	JOB SECURITY, STABILITY	
	LEADERSHIP OPPORTUNITIES Supervision; project leadership; mentoring	
	POWER/INFLUENCE IN THE ORGANIZATION Status	
	PROF'L DEVELOPMENT OPPORTUNITIES Continuing ed; prof'l association. Meetings	
	PUBLIC CONTACT	
	PURSUING IMPORTANT INTERESTS	
	RECOGNITION FOR CREATIVE CONTRIBUTION	
	RECOGNITION FOR EXPERTISE/SKILLS Content expert; specialized skills	
	REGULAR WORKING HOURS Structured schedule	
	RESPECT / FAIRNESS	
	RISK-TAKING ENVIRONMENT Entrepreneurial; innovative; competitive; adventure	
	ROUTINE TASKS	
	STABILITY OF THE WORK Routine, predictable responsibility, tasks	
	SUPPORTIVE MANAGER / COLLEAGUES	
	TEAM CONTRIBUTION Work closely with others, internally / externally	
	VARIETY, CHANGE IN TASKS / RESPONSIBILITIES	

Sources: *Career Counseling Techniques*, Brown and Brooks; Arizona State University.