

# Self-Evaluation of Work Values

## Scale

1. Very important in my choice of career  
2. Reasonably important

3. Not very important  
4. Not important at all

A value is a standard, principle or quality important to you. The following list describes a wide variety of work values that people may want in their career. Look at the definitions of these various values and rate the degree of importance that you would assign to each for yourself.

## Self-Rating

- \_\_\_\_\_ **Help Society:** Do something to contribute to the betterment of the world I live in.
- \_\_\_\_\_ **Help Others:** Be involved in helping other people in a direct way, whether individually or in small groups.
- \_\_\_\_\_ **Public Contact:** Have a lot of day-to-day contact with people.
- \_\_\_\_\_ **Work with Others:** Have close working relationships with a group; work as a team toward common goals.
- \_\_\_\_\_ **Affiliation:** Be recognized as a member of a particular organization.
- \_\_\_\_\_ **Friendships:** Develop close personal relationships with people as a result of my work activities.
- \_\_\_\_\_ **Competition:** Engage in activities which pit my abilities against others where there are clear win-and-lose outcomes.
- \_\_\_\_\_ **Make Decisions:** Have the power to decide courses of action, policies, etc.
- \_\_\_\_\_ **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.
- \_\_\_\_\_ **Power and Authority:** Control the work activities of other people. Assumes leadership roles.
- \_\_\_\_\_ **Influence People:** Be in position to change attitudes or opinions of other people.
- \_\_\_\_\_ **Work Alone:** Do projects by myself, without any significant amount of contact with others.
- \_\_\_\_\_ **Knowledge:** Engage myself in the pursuit of knowledge, truth and understanding.
- \_\_\_\_\_ **Intellectual Status:** Be regarded as a person of high intellectual prowess or as one who is an acknowledged "expert" in a given field.
- \_\_\_\_\_ **Artistic Creativity:** Engage in creative work in any of several art forms.
- \_\_\_\_\_ **Creativity (general):** Create new ideas, programs, organizational structures or anything else not following a format previously developed by others.
- \_\_\_\_\_ **Aesthetics:** Be involved in studying or appreciating the beauty of things, ideas, etc.

- \_\_\_\_\_ **Supervision:** Have a job in which I am directly responsible of the work done by others.
- \_\_\_\_\_ **Change and Variety:** Have work responsibilities which frequently change in their content and setting.
- \_\_\_\_\_ **Precision Work:** Work in situations where there is very little tolerance for error.
- \_\_\_\_\_ **Security:** Be assured of keeping my job and a reasonable financial reward.
- \_\_\_\_\_ **Fast Pace:** Work in circumstances where there is a high pace of activity, work must be done rapidly.
- \_\_\_\_\_ **Recognition:** Be recognized for the quality of my work in some visible or public way.
- \_\_\_\_\_ **Excitement:** Experience a high degree of excitement in the course of my work.
- \_\_\_\_\_ **Adventure:** Have work duties which involve frequent risk-taking.
- \_\_\_\_\_ **Profit, Gain:** Have a strong likelihood of accumulating large amounts of money or other material gain.
- \_\_\_\_\_ **Independence:** Be able to determine the nature of my work without significant direction from others; not have to do what others tell me to.
- \_\_\_\_\_ **Moral Fulfillment:** Feel that my work is contributing significantly to a set of moral standards, which I feel, are very important.
- \_\_\_\_\_ **Location:** Find a place to live (town, geographical area) which is conducive to my life style and affords me the opportunity to do the things I enjoy most.
- \_\_\_\_\_ **Community:** Live in a town or city where I can get involved in community affairs.
- \_\_\_\_\_ **Physical Challenge:** Have a job that makes physical demands which I would find rewarding.
- \_\_\_\_\_ **Time Freedom:** Have work responsibilities, which I can work at according to my own time schedule; no specific working hours required.

**Of the Work Values you have rated for yourself, which do you believe are especially important to you. List the four that are most important.**

1. \_\_\_\_\_
2. \_\_\_\_\_
3. \_\_\_\_\_
4. \_\_\_\_\_