**CAREER VALUES ASSESSMENT** - Rate the attributes below according to the following scale:

**1** (Do not want, actively avoid/reject), **2** (Neutral/Indifferent), **3** (Nice to have, but do not need), **4** (Very Important), **5** (Must have/Deal breaker if not offered )

**Workplace Environment**

\_\_\_\_ Safe and Secure‐ free from danger and harassment

\_\_\_\_ Pleasant setting

\_\_\_\_ Working outside

\_\_\_\_ Relaxed atmosphere‐ little pressure, few deadlines

\_\_\_\_ Urban setting

\_\_\_\_ Suburban setting

\_\_\_\_ Rural setting

\_\_\_\_ Self‐employment

\_\_\_\_ Large company

\_\_\_\_ Small company

\_\_\_\_ Private office

\_\_\_\_ Shared working area

\_\_\_\_ Caring co‐workers‐ people who get along with and care personally about each other

\_\_\_\_ Respectful Supervisor‐ a boss who understands and respects your needs

\_\_\_\_ Competitive atmosphere‐ staff performance is evaluated against other staff

\_\_\_\_ Self‐competition‐ work that tests your abilities against your own past performance

\_\_\_\_ Energetic Work‐ fast pace, busy, working to meet deadlines

\_\_\_\_ Variety‐ assignments change frequently, multiple locations, audiences, etc.

\_\_\_\_ Travel‐ job requires significant amount of travel

\_\_\_\_ Working alone‐ most projects are completed by yourself with little input from others

\_\_\_\_ Teamwork‐ most projects are completed by teams, with lots of input and contact with co‐workers

**Workplace Values**

\_\_\_\_ Independence

\_\_\_\_ Adventure/risk‐taking‐ activities with high risk/reward

\_\_\_\_Ethical standards‐ ethical behavior is expected and rewarded

\_\_\_\_Expertise/Competence‐ expectation that you will excel at your work, and continue to improve

\_\_\_\_Utilize Skills‐ making the most of the skills you have at your job

\_\_\_\_Manual dexterity‐ making things, fixing things, micro‐techniques, jobs that require good

hand/eye coordination

\_\_\_\_Creativity

\_\_\_\_Problem‐solving

\_\_\_\_Precision work‐ requires extreme attention to detail, with little margin for error

\_\_\_\_Intellectual challenge‐ requires constant learning and thought to be effective

\_\_\_\_Social contribution‐ work that focuses on improving society

\_\_\_\_Influencing others‐ work that affects how others think and behave

\_\_\_\_Supervisor role

\_\_\_\_Friendships‐ workplace is also source of personal relationships with co‐workers

\_\_\_\_Personal fulfillment‐ work that gives a sense of personal satisfaction, with or without external

recognition or reward

**Workplace Rewards**

\_\_\_\_ High compensation‐ pay allows for a more than comfortable lifestyle

\_\_\_\_ Benefits‐ health insurance, tuition payment, child care, etc. are included

\_\_\_\_ Equitable pay‐ compensation is fair for the type and amount of work done

\_\_\_\_ Advancement potential

\_\_\_\_ Job Security

\_\_\_\_ Recognition/prestige‐ others will perceive your work as important and you as an expert

\_\_\_\_ Learning/Growth opportunities

\_\_\_\_ Progressive‐ environment encourages liberal or forward‐thinking ideals

\_\_\_\_ Technology‐ work in advanced or cutting edge sectors

\_\_\_\_ Results‐ your job allows you to see the end product of your work

**Personal Values**

\_\_\_\_ Job sharing‐ your duties may be split or performed with other people as needed

\_\_\_\_ Regular hours‐ working a set number of hours per week on a set schedule

\_\_\_\_ Flexible hours‐ allows you to choose the time and days you work, so long as the project is

completed

\_\_\_\_ Easy commute

\_\_\_\_ Work at home option

\_\_\_\_ Diversity in the workplace

\_\_\_\_ Leisure opportunities‐ good vacation benefits, balance between work and home is expected and

valued

\_\_\_\_ Location-the job fits my desire to live in a certain region, city, or climate

\_\_\_\_ Family-friendly – the workplace values people with families, and makes allowances that do not

negatively affect their evaluations