



FERRIS STATE UNIVERSITY

EDUCATIONAL & CAREER COUNSELING CENTER

What I Value at Work

To identify which work values are most important to you, place a check mark (v) in the column that best describes each value's importance to you.

Value	High Importance	Medium Importance	Low Importance	No Importance
Independence				
Creativity/Self Expression				
Challenge				
Status/Prestige				
Security				
Variety				
Advancement				
Adventure				
Competition				
Interpersonal relationships				
Leadership				
Compensation				
Ethics/Morals				
Recognition				
Harmonious work environment				
Intellectual Stimulation				
Routine				
Working outdoors/indoors				
Physical work environment				
Working with others				
Working alone				
Location				
Flexible work schedule				
Helping others				
Social welfare				
Achievement				
Travel				
Other				

What values **are** most important to you?

1. _____
2. _____
3. _____
4. _____
5. _____

What values would you avoid?

1. _____
2. _____
3. _____
4. _____
5. _____

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Definitions

Independence: Working with little to no supervision and having the freedom to decide what work needs to be done and how it should be done.

Creativity/Self Expression: Doing work that leaves room for personal flare or incorporation of artistic talents or an aesthetically pleasing office space

Challenge: Working hard to accomplish a difficult or complex task

Status/Prestige: Holding a position that is respected by others

Security: Having stable work where there is little turnover

Variety: Regular changes in job tasks

Advancement: Opportunities for promotion and/or higher earnings

Adventure: Work that requires risk taking

Competition: Being challenged to do well when compared to co-workers

Interpersonal Relationships: Interacting with coworkers on and off the work site

Leadership: The opportunity to influence or have authority over others and lead them to common goals

Compensation: Having a high salary and/or good benefits

Ethics/Morals: Doing work that is not in conflict with professional ethics or personal morals

Recognition: Being known for one's work

Harmonious work environment: A work environment that has minimal conflict or tension

Intellectual stimulation: Doing work that involves more learning or thinking.

Routine: Doing the same daily tasks without too much variation

Working outdoors/indoors: Work that is done either outside or inside

Physical work environment: Having a work environment with optimal temperature and/or cleanliness, non-labor intensive

Working with others: Having a job that requires contact with people

Working Alone: Having a job that requires only minimal contact with people

Location: Working in a specific region

Flexible work schedule: Having the ability to set one's own hours

Helping Others: Providing direct services to help people in need

Social Welfare: Doing work that is beneficial to society or humanity

Achievement: Attaining mastery of a field, self-advancement, growth

Travel: Having a job that requires travel

sources:

University of South Florida (n.d.). *Career Decision Exercises*. Retrieved September 7, 2006 from <http://www.sc.edu/fye/listservs/archives.html>.

Us Dept of Labor (Public Domain) (n.d.) *Work-Related Values Assessment*. Retrieved on September 7, 2006 from <http://www.nwc.edu/career/planning/phasq/workvalues/html>.