

Values Assessment

The following questions are designed to help you evaluate and reflect on your values in a work environment. The second step will help you articulate your key values so you can better assess your fit within an organization.

- 1 = Not important
- 2 = Somewhat important
- 3 = Important
- 4 = Most important

It is important to me that I am doing work that...

- ___ contributes to making the world better (altruism)
- ___ gives me choice in the hours and days I work (flexibility)
- ___ requires the exploration and analysis of new information (analytical)
- ___ I am considered an expert in which I hold an advanced position (recognition)
- ___ is an environment where I can make friends and find community (collegial)
- ___ expresses my core ethical values (ethics)
- ___ allows me to work on one project at a time with relaxed timelines (relaxed pace)
- ___ requires the interpretation of data and information (analytical)
- ___ is usually done collaboratively (collaboration)

It is important to me that I am doing work that...

- ___ allows me to set and meet my goals (achievement)
- ___ is predictable on a daily basis (predictable)
- ___ allows me to see the results of my work (impact)
- ___ promotes diversity and inclusiveness (diversity)
- ___ does not conflict with my personal beliefs (ethics)
- ___ requires creativity and innovation (creativity)
- ___ offers a clear path for professional growth and advancement (achievement)
- ___ pays me enough to be financially prosperous (compensation)
- ___ that allows me to maintain good mental and physical health (balance)
- ___ provides financial security (compensation)

It is important to me that I am doing work that...

- ___ involves taking risks (risk)
- ___ involves making influential decisions that have an impact on others (impact)
- ___ is in a location I like (location)
- ___ involves working with people from a variety of different backgrounds (diversity)
- ___ is intellectually challenging (intellectually challenging)
- ___ is recognized and acknowledged (recognition)
- ___ allows me to balance work and family responsibilities (flexibility)
- ___ keeps me busy and requires multitasking (fast paced)
- ___ is in a collegial environment (collegial)
- ___ is usually done independently (autonomy)

It is important to me that I am doing work that...

- ___ involves learning new skills, methods, or information (intellectually challenging)
- ___ changes frequently (variety)
- ___ is in a stable and secure environment for long term employment (stability)
- ___ involves interacting with people regularly (community)
- ___ is in a space where I feel comfortable (location)
- ___ is in a competitive environment (competition)
- ___ gives me flexibility in where I do my work (flexibility)
- ___ allows me to initiate and develop new ideas, objects, or programs (creativity)

Looking at your results, reflect on how important these values are to you. Now, move **YOUR NUMBER 5's (MOST IMPORTANT)** values into the bullet points below.

KEY WORK VALUES:

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These are your "must haves" or values that you are least likely to compromise. Key work values are parameters for decision making related to your next work environment. Once you have finalized your values in terms of importance

Values Assessment Results

Values are most frequently expressed within organizations, in specific jobs, which is why values are not integrated into job family alignment. Use your key values as parameters for your job search, to inform how you choose your advisor or next boss, and decide how you dedicate your time at work. Vetting strategies and concrete questions for each value are outlined below.