

Work Values and Satisfaction

Read and follow the instructions below.

“Values are the objectives sought in behavior, and interests are the activities in which values are sought.”

A given value, like a given need, may be satisfied in more than one activity. However, the connection between goal and activity is closer to what a person values than what a person needs.”

— Super & Nevill, 1989

Step 1:

Review the list of value statements. First, choose your top five values according to your actual self and current work environment. Second, choose the top five values of a successful individual in your work environment. Definitions of the value choices are described on the next page.

Work Environment _____

Actual Self Value Choices	Ideal Successful Person Value Choices
<input type="checkbox"/> Career interest matching	<input type="checkbox"/> Career interest matching
<input type="checkbox"/> Skill or ability utilization	<input type="checkbox"/> Skill or ability utilization
<input type="checkbox"/> Value alignment	<input type="checkbox"/> Value alignment
<input type="checkbox"/> Working conditions	<input type="checkbox"/> Working conditions
<input type="checkbox"/> Leadership/management	<input type="checkbox"/> Leadership/management
<input type="checkbox"/> Job security/stability	<input type="checkbox"/> Job security/stability
<input type="checkbox"/> Work-life policies	<input type="checkbox"/> Work-life policies
<input type="checkbox"/> Professional development	<input type="checkbox"/> Professional development
<input type="checkbox"/> Altruism	<input type="checkbox"/> Altruism
<input type="checkbox"/> Career path mobility/advancement	<input type="checkbox"/> Career path mobility/advancement
<input type="checkbox"/> Compensation package	<input type="checkbox"/> Compensation package
<input type="checkbox"/> Work tasks	<input type="checkbox"/> Work tasks
<input type="checkbox"/> Job title/position/prestige	<input type="checkbox"/> Job title/position/prestige

Step 2:

Transfer your top five choices from each category in the five spaces below. Then, rank from five being **most important** to one **least important** your five choices in each category

Actual Self	Rank	Ideal Successful Person	Rank

Definitions

Career Interest Matching	The work I do matches my current and emerging career interests
Skill or Ability Utilization	The work I do requires my best talents, skills, knowledge, and abilities
Value Alignment	The work tasks, organization's values, and corporate policies are aligned with my core life/work values
Working Conditions	The working conditions such as hours, benefits, time pressures, and work policies are aligned with my lifestyle needs
Leadership / Management	The leadership style and management practices enhance my performance results and career satisfaction
Job Title / Position / Prestige	The job title or position reflects status and influence
Career Path Mobility / Advancement	There are clear opportunities for career advancement and mobility
Compensation Package	The compensation package is competitive, meets my lifestyle needs, and provides monetary rewards for contributions made
Job Security / Stability	The position and organization provide job security and work stability
Work-Life Policies	The organization's values and policies allow for flexible benefits and work options aligned with work-life balance
Professional Development	Professional development is part of performance development, and the organization provides for time off and money reimbursement
Altruism	The work I do and the organization's mission is to provide services that benefit social, physical, mental, or spiritual well-being
Work Tasks	The primary tasks I perform are aligned with my career interests, skills, and work style

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