

Values Clarification Exercise

The Work Values Inventory clarifies what values mean the most to you in your career. Knowing your values also forewarns you of conflicts that may lay ahead. For example, your target firms may value behaviors and "lifestyle" that do not match your preferred values and needs.

Values refer to strong personal preferences for a certain kind of lifestyle. Values indicate what is truly important to you. Values are often "expressed" and "enacted" because they feel good or "pleasurable" to do. You can often clearly see a person's values by their behavior, rather than what they say. Most people enjoy and are motivated by work roles that allow them to do their favorite activities (i.e. "enact" their favorite skills), and express their favorite "behaviors" in their favorite environments and therefore, get their needs met in a compatible work culture.

When you find yourself asking, "What do I want? Which alternative of career choice has the most merit?" - you are asking values questions.

The process of clarifying your values

On the following pages you will see a list of 44 work values and lifestyle considerations that have been found to be important in the MBA world of work. Rank order these values according to the intensity of feeling you have about how "important" it is for you to express this value. Use the following scale:

1.....2.....3.....4.....5
no importance average importance very important

Consequently, if "Advancement" is "very important" to you, then you would write a 5 in front of that value; if it is of "no importance" then write a 1 in front of the value, etc.

Recording the Results: Rank your top 15 values in order of importance to you on your "Summary List of Work Values" sheet on page 10.

VALUES IDENTIFICATION EXERCISE

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| <input type="checkbox"/> Advancement | Like to consistently move on to better opportunities. |
| <input type="checkbox"/> Risk Taker | Like to assume duties that involve risk-taking of some sort. |
| <input type="checkbox"/> Aesthetics | Like being involved in studying or appreciating the beauty of objects or ideas. |
| <input type="checkbox"/> Achievement | Desire to produce results that are considered significant and/or profitable. |
| <input type="checkbox"/> Assertiveness
& Aggressiveness | Like using forceful energy or initiative and showing bold self-confidence. |
| <input type="checkbox"/> Belonging | Like to have a sense of being a contributing member of an enterprise. |
| <input type="checkbox"/> Change &
Variety | Like to adjust to frequent changes in work content and setting, seldom do routine or predictable work. |
| <input type="checkbox"/> Competition | Like to engage in activities where there are clear win/lose outcomes, and mostly win! |
| <input type="checkbox"/> Creativity | Like to create new ideas, programs or structures departing from those already in existence. |
| <input type="checkbox"/> Excitement | Like to demonstrate a high degree of (or frequent) excitement in the course of your work. |
| <input type="checkbox"/> Fast Pace | Like to work in circumstances where there is a high pace of activity, and show I can do work rapidly. |
| <input type="checkbox"/> Flexibility | Can adapt readily to new and changing work requirements. |
| <input type="checkbox"/> Friendships | Can develop close personal relationships |
| <input type="checkbox"/> Help Others | Like to be involved in helping other people in a direct way, either individually or in small groups. |
| <input type="checkbox"/> Help Society | Like to contribute to the betterment of the world we live in. |
| <input type="checkbox"/> High Motivation | Have a strong desire to succeed. |
| <input type="checkbox"/> Independence | Like to be able to determine the nature of my work without significant direction from others; comfortable working alone. |
| <input type="checkbox"/> Influence People | Enjoy being in a position to change attitudes or opinions of people. |
| <input type="checkbox"/> Intellectual Status | It's important to me to be regarded as a person of high intellectual prowess or as an acknowledged "expert" in a given field. |
| <input type="checkbox"/> Knowledge | I value always learning more and increasing my knowledge base. |

<input type="checkbox"/> Leisure	Like to have work that allows for significant time off to pursue non-work related activities.
<input type="checkbox"/> Location	Like to work in a place that provides an excellent work environment.
<input type="checkbox"/> Make Decisions	Like having the power to decide my own courses of action, policies, etc.
<input type="checkbox"/> Mental Challenge	Like to show I can constantly face and resolve complex problems.
<input type="checkbox"/> Perseverance	Can persist in an undertaking despite opposition or discouragement.
<input type="checkbox"/> Physical Challenge	Like to demonstrate I can work hard, despite the fact that my job can make considerable physical demands upon me at times.
<input type="checkbox"/> Power and Authority	Like to demonstrate I can effectively control the work activities or the destinies of other people if required.
<input type="checkbox"/> Precision Work	Like to work in situations where there is very little tolerance for error.
<input type="checkbox"/> Profit, Gain	Have a strong desire to accumulate a large amount of money or other material gain.
<input type="checkbox"/> Public Contact	Enjoy a lot of day-to-day contact with people
<input type="checkbox"/> Recognition	Want to be recognized for the quality of my work in some visible or public way.
<input type="checkbox"/> Security	Want job security and reasonable financial rewards.
<input type="checkbox"/> Stability	Like work routines and job duties that are largely predictable and not likely to change over a large period of time.
<input type="checkbox"/> Status	Enjoy having the respect and admiration of others because of the kind of work I do, and like having an important title/position with the firm.
<input type="checkbox"/> Strong Interest	Like it when activities are deeply engaging and intrinsically interesting.
<input type="checkbox"/> Supervision	Like having a job in which I am directly responsible for the work done by others.
<input type="checkbox"/> Team Orientation	Like working well with other people on shared tasks.
<input type="checkbox"/> Tenacity	Enjoy demonstrating diligence to finish a goal or task.
<input type="checkbox"/> Time Freedom	Like work responsibilities where I can work according to my own time schedule; no specific working hours required.
<input type="checkbox"/> Willing to Travel Extensively	When necessary, I am willing to travel and live "on the road."
<input type="checkbox"/> Work Under Pressure	Can work under time pressures and in circumstances where the quality of my work may be judged by supervisors, customers or others.
<input type="checkbox"/> Work With Others	Can work with others as a group, or a team toward common goals.