

Career Values

Group the different career values listed in the attached work sheet into the following categories:

- Crucial
- Extremely Important
- Very Important
- Moderately Important
- Somewhat Important
- Relatively Unimportant
- Not at all Important

Help Others - Provide direct help, assistance to other people

Contribution - Perform work that in some way improves the life of others within society

Sponsorship - To have a boss that promotes my career development

Leadership - Scope for establishing board, strategic objectives and co-ordinating others to achieve them

Management - Responsibility for building relationships, giving-seeking information, making decisions and influencing people

Teamwork - Work with people who co-operate with each other to achieve shared objective

Initiative - Scope for highlighting opportunities and/or threats to relevant management

Diversity - An environment in which cultural and other differences between people are valued highly

Coaching - Receive feedback and constructive guidance from my manager

Public Contact - Have regular contact with members of the community

Authority - Have control over the work activities of others and be able to affect their destiny

Selling - Developing relationships with customers that result in sales

Customer Service - Opportunity to provide high quality service to customers or clients

Community - Feel like a valued member of a social group

Influence Others - Have opportunities to change the opinions or attitudes of others

Learning/Growth - Scope for having new experiences and learning how to do new things

Work Alone - Be able to complete tasks/projects without requiring contact with others

Projects - Opportunities to work on different tasks with a range of different people

Knowledge - Chance to develop my knowledge/understanding of issues, events or processes

Self Expressions - Scope to develop and exercise my creativity

Creative Stimulation - Work with imaginative, creative people

Innovation - Opportunities to develop and implement new ideas, services and/or approaches

Autonomy - Freedom to decide the tasks I will undertake and/or how I will perform them

Judgement - Opportunities to study and evaluate the value of ideas, processes or things

Work Environment - To work in a pleasant physical setting

Exercise Competence - Use my skills and abilities to do high quality work in an efficient manner

Area - To live in a city/town that is conducive to my lifestyle

Achievement - Be able to set measurable goals and see concrete results from my efforts

Challenge - Undertake demanding tasks that provide me with a sense of achievement

Intellectual Stimulation - Deal with complex issues and formulate an approach to dealing with them

Competition - Scope to compete with other people and/or organisations

Pressure - Requirement to deal with difficult situations and demanding relationships

Fast Pace - Be required to think and act quickly in order to perform effectively

Stability - Routine predictable work that does not change much over time

Change - Work within a dynamic environment

Complexity - Work in which objectives and/or how to achieve them is often unclear

Risk - Work in an environment characterised by high levels of risk

Moral Fulfilment - Performing work that is consistent with ideals that are important to me

Environmentalism - Help to protect and enhance the environment

Corporate Responsibility - Work for an organisation that makes a contribution to the community

Ethics - Being in an environment where ethical principles are discussed and acted upon

Excitement - Work within an environment that I find stimulating and exciting

Security - Maintenance of my employment with an organisation for as long as I want to

Cutting Edge - Working with the latest ideas/technology

Financial Freedom - Ability to buy most of the things that I want

Subsistence - Sufficient pay to provide for the necessities of life

Recognition - To receive positive feedback and credit when I have done a good job

Wealth - Earn enough to acquire luxuries that I desire but most people cannot afford

Exposure - Have opportunities to attend functions where I can meet important people

Affiliation - Be recognised as a member of a prestigious/successful organisation

Status - Be respected by others because of the nature/quality of my work

Work-Life Balance - Have sufficient time for my personal and family life

Time Freedom - Have choice over the hours when I work

Travel - Scope to travel to a range of different places

Flexibility - Scope to adjust my working hours, if required

Advancement - Opportunities to grow and advance to higher level positions