

# 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

- \_\_\_\_\_ Career interest matching
- \_\_\_\_\_ Skill or ability utilization
- \_\_\_\_\_ Value alignment
- \_\_\_\_\_ Working conditions
- \_\_\_\_\_ Leadership/management
- \_\_\_\_\_ Job security/stability
- \_\_\_\_\_ Work-life policies
- \_\_\_\_\_ Professional development
- \_\_\_\_\_ Altruism
- \_\_\_\_\_ Career path mobility/advancement
- \_\_\_\_\_ Compensation package
- \_\_\_\_\_ Work tasks
- \_\_\_\_\_ Job title/position/prestige

### Ideal Successful Person Value Choices

- \_\_\_\_\_ Career interest matching
- \_\_\_\_\_ Skill or ability utilization
- \_\_\_\_\_ Value alignment
- \_\_\_\_\_ Working conditions
- \_\_\_\_\_ Leadership/management
- \_\_\_\_\_ Job security/stability
- \_\_\_\_\_ Work-life policies
- \_\_\_\_\_ Professional development
- \_\_\_\_\_ Altruism
- \_\_\_\_\_ Career path mobility/advancement
- \_\_\_\_\_ Compensation package
- \_\_\_\_\_ Work tasks
- \_\_\_\_\_ 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

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## Definitions

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

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