## 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 va	alue statements.	First, choose	e your top fiv	e values ac	cording to yo	our actual se	If and cu	urrent
work environment.	Second, choose	the top five	values of a	successful	individual ir	n your work	environi	ment.
Definitions of the va	alue choices are	described on	the next pag	je.				

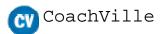
Work Environment	
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Actual Self Value Choices	Ideal Successful Person Value Choices
Career interest matching	Career interest matching
Skill or ability utilization	Skill or ability utilization
Value alignment	Value alignment
Working conditions	Working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