

# WORK VALUES INVENTORY

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The statements below represent values which people consider important in their work. These are satisfactions which people often seek in their jobs or as a result of their jobs. They are not all considered equally important; some are very important to some people but of little importance to others. Read each statement carefully and indicate how important it is to you.

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**5** means "Very Important"

**4** means "Important"

**3** means "Moderately Important"

**2** means "Of Little Importance"

**1** means "Unimportant"

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**WORK IN WHICH YOU:**

**CIRCLE ONE**

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1.	have to keep solving problems	5	4	3	2	1
2.	help others	5	4	3	2	1
3.	can get a raise	5	4	3	2	1
4.	look forward to changes in your job	5	4	3	2	1
5.	have freedom in your area	5	4	3	2	1
6.	gain prestige in your field	5	4	3	2	1
7.	need to have artistic ability	5	4	3	2	1
8.	are one of the gang	5	4	3	2	1
9.	know your job will last	5	4	3	2	1
10.	can be the kind of person you would like to be	5	4	3	2	1
11.	have a boss who gives you a fair deal	5	4	3	2	1
12.	like the setting in which your work is done	5	4	3	2	1
13.	get the feeling of having done a good day's work	5	4	3	2	1
14.	have the authority over others	5	4	3	2	1
15.	try out new ideas and suggestions	5	4	3	2	1
16.	create something new	5	4	3	2	1
17.	know by the results when you've done a good job	5	4	3	2	1
18.	have a boss who is reasonable	5	4	3	2	1

19.	are sure of always having a job	5	4	3	2	1
20.	add beauty to the world	5	4	3	2	1
21.	make your own decisions	5	4	3	2	1
22.	have pay increases that keep up with the cost of living	5	4	3	2	1
23.	are mentally challenged	5	4	3	2	1
24.	use leadership abilities	5	4	3	2	1
25.	have adequate lounge, toilet and other facilities	5	4	3	2	1
26.	have a way of life, while not on the job, that you like	5	4	3	2	1
27.	form friendships with your fellow employees	5	4	3	2	1
28.	know that others consider your work important	5	4	3	2	1
29.	do not do the same thing all the time	5	4	3	2	1
30.	feel you have helped another person	5	4	3	2	1
31.	add to the well-being of other people	5	4	3	2	1
32.	do many different things	5	4	3	2	1
33.	are looked up to by others	5	4	3	2	1
34.	have good connections with fellow workers	5	4	3	2	1
35.	lead the kind of life you most enjoy	5	4	3	2	1
36.	have a good place in which to work (quiet, calm, etc.)	5	4	3	2	1
37.	plan and organize the work of others	5	4	3	2	1
38.	need to be mentally alert	5	4	3	2	1
39.	are paid enough to live very well	5	4	3	2	1
40.	are your own boss	5	4	3	2	1
41.	make attractive products	5	4	3	2	1
42.	are sure of another job in the company if your present job ends	5	4	3	2	1
43.	have a supervisor who is considerate	5	4	3	2	1
44.	see the result of your efforts	5	4	3	2	1
45.	contribute new ideas	5	4	3	2	1

## *WORK VALUES INVENTORY RESULTS*

### SCORE

15, 16, 45  
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14, 24, 37  
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13, 17, 44  
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12, 25, 36  
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11, 18, 43  
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10, 26, 35  
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9, 19, 42  
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8, 27, 34  
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7, 20, 41  
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6, 28, 33  
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5, 21, 40  
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4, 29, 32  
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3, 22, 39  
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2, 30, 31  
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1, 23, 38  
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### SCALE

**CREATIVITY:** work which permits one to invent new things, design new products, or develop new ideas.

**MANAGEMENT:** work which permits one to plan and lay out work for others.

**ACHIEVEMENT:** work which gives one the feeling of accomplishment in doing a job well.

**SURROUNDINGS:** work which is carried out under pleasant conditions- not too hot or too cold, noisy, dirty, etc.

**SUPERVISORY RELATIONSHIPS:** work which is carried out under a supervisor who is fair and with whom one can get along.

**WAY OF LIFE:** work that permits one to live the kind of life you choose and to be the type of person you wish to be.

**SECURITY:** work which provides one with the certainty of having a job even in hard times.

**ASSOCIATES:** work which brings one into contact with fellow workers whom you like.

**AESTHETIC:** work which permits one to make beautiful things and to contribute beauty to the world.

**PRESTIGE:** work which gives one standing on the eyes of others and evokes respect.

**INDEPENDENCE:** work which permits you to work in your own way, as fast or slow as you wish.

**VARIETY:** work which provides an opportunity to do different types of tasks.

**ECONOMIC RETURN:** work which pays well and enables one to have the things you want.

**ALTRUISM:** work which enables one to contribute to the welfare of others.

**INTELLECTUAL STIMULATION:** work which provides opportunity for independent thinking and for learning how and why things work.

### SCORE TOTALS:

1 – 3	is Unimportant	10 – 12	is Important
4 – 6	is Of Little Importance	13 – 15	is Very Important
7 – 9	is Moderately Important		