

Personal Values

Personal values are often very similar to cultural values because they can be learned from and shared with family and friends. However, these standards constantly are being developed as you grow and change as a person, sometimes differing from what parents and others value.

EXERCISE 2

The following is a list of personal values. Check the 10 that are most important to you.

- Achievement, accomplishment
- Aesthetics - appreciation of beauty, for beauty's sake
- Loyalty - maintaining allegiance to a person, group
- Morality - belief in and maintaining ethical standards
- Knowledge - seeking of the truth, information
- Love - warmth, attachment, devotion
- Altruism - regard for the interest of others
- Autonomy - ability to be self-determining
- Creativity - creating innovative ideas and designs
- Emotional well-being or peace of mind
- Health
- Honesty, integrity
- Recognition
- Skill
- Physical appearance
- Wealth
- Pleasure, fulfillment
- Wisdom, insight
- Other (list)

Work Values

Work values are those aspects of an occupation that are important to you such as the rewards, satisfaction and desirable qualities you want in a career. It is important to identify these career rewards so that you can search for a field that offers the factors you value most. For example, if you feel that working alone or independently is important to you then you will want to evaluate occupations based on whether you will work alone or closely with others.

In addition to occupations, each organization or company has its own "culture" or value structure. This determines the work and accomplishments that are rewarded by that particular organization. Your evaluation of desirable qualities also will help you determine if a particular organization is a good match. For example, if you feel competition is important then you will want to target an organization that also values competition in the work place.

EXERCISE 3

On the next page there is a list that describes a wide variety of satisfactions that people obtain from their jobs. Look at the definitions of these various satisfactions and rate the degree of importance that you would assign to each, using the scale below:

- 1 = Not important at all
- 2 = Moderately important
- 3 = Important
- 4 = Very important

__Help Society: Do something to contribute to making the world a better place in which to live.

__Help Others: Be involved in helping other people in a direct way, with individuals or small groups.

__Public Contact: Have a lot of day-to-day contact with people.

__Work with Others: Have close working relationships with a group; work as a team toward common goals.

__Competition: Engage in activities that put my abilities against others in a situation where there are clear win-lose outcomes.

__Make Decisions: Have the power to decide courses of action, policies, etc.

__Work Under Pressure: Work in situations where time pressure is prevalent and/or the quality of my work is judged critically by supervisors.

__Power and Authority: Control the work activities or (partially) the destinies of other people.

__Work Alone: Do projects by myself, without any significant amount of contact with others.

__Intellectual Status: Be regarded as a person of high intellectual prowess or as one who is an acknowledged "Expert" in a given field.

__Creativity (general): Create new ideas, programs or systems not following a format previously developed by others.

__Supervision: Have a job in which I am directly responsible for the work done by others.

__Change and Variety: Have work responsibilities that frequently change in their content and setting.

__Precision Work: Work in situations where there is very little tolerance for error.

__Security: Be assured of keeping my job and a reasonable financial reward.

__Recognition: Be recognized for the quality of my work in some visible or public way.

__Excitement: Experience a high degree of (or frequent) excitement in the course of my work.

__Profit, Gain: Have a strong likelihood of accumulating large amounts of money or other material gain.

__Independence: Be able to determine the nature of my work without significant direction from others; be my own boss.

__Moral Fulfillment: Feel that my work is contributing significantly to a set of moral standards that I feel are very important.

__Location: Find a place to live (town, geographical area) which is conducive to my lifestyle and allows me the opportunity to do the things I enjoy most.

__Community: Live in a town or city where I can get involved in community affairs.

__Time/Freedom: Have work responsibilities that I can work at according to my own time schedule.

EXERCISE 4

In the final exercise, you are asked to list the top five cultural, personal and work values you have determined from the previous exercises. You may wish to note which principles or standards you want to fulfill through your career and which you may fulfill through outside activities as mentioned above.

Cultural

1. _____
2. _____
3. _____
4. _____
5. _____

Personal

1. _____
2. _____
3. _____
4. _____
5. _____

Work

1. _____
2. _____
3. _____
4. _____
5. _____

Process: Are there common themes? Did anything surprise you? Are you involved in clubs/organizations that support and/or further your values? How does your field of academic study align with your values?