

### What do you value most? What are your must haves?

When you make a career decision, it is important to consider your values. If your values align with or are similar to the values of your employer, there is an excellent chance for strong career engagement. The exercise below helps you assess what is most important to you as you choose your next path.

Review the following two lists of values. There may be some overlap between the work-related values and personal values. Check your top 10 most important values from each list.

#### Work-Related Values

- Satisfying, meaningful work
- Working with people
- Working alone or with few people
- Supportive work relationships
- Using my skills, knowledge, abilities
- Seeing tangible results
- Being part of a cooperative team
- Status, prestige
- Using my ideas and/or creativity
- Autonomy, managing my own work
- Clear supervision, routine work
- Personal growth and development
- Advancement opportunities
- Challenge, stimulation
- Motivating, influencing, teaching others
- Serving others, addressing social needs
- Fair pay for responsibilities/merit
- Being highly compensated
- Physical activity
- Minimal stress and work pressure
- Time and energy for life outside job
- Job security
- Competition with others
- Variety of projects, tasks, settings
- Recognition for ideas, performance
- Decision-making authority
- Working with hands, equipment

#### Personal Values

- Physical health
- Emotional health
- Family/relationships
- Sense of achievement
- Integrity
- Financial independence
- Personal independence
- Authenticity/genuineness
- Service to others
- Money
- Spirituality
- Personal growth
- Personal possessions
- Affection
- Pleasure/fun
- Wisdom, maturity, insight
- Self-expression
- Security
- Knowledge
- Sense of community
- Recognition
- Time for leisure
- Authority, leadership
- Meaningful work
- Expertness



In priority order, create a list of your top 10–15 most important job needs. This will become an important guide throughout your job search as you consider opportunities and offers.

- 1.
- 2.
- 3.
- 4.
- 5.
- 6.
- 7.
- 8.
- 9.
- 10.
- 11.
- 12.
- 13.
- 14.
- 15.