

# CAREER VALUES: REFLECTION

Values are deeply held beliefs that guide a person's actions. Aligning your values with your career choices is essential to career satisfaction. In this exercise, you'll identify and reflect on what is important for you in your future career. Use your career values to guide your career decisions.

Review this list of career values and determine their level of importance to you. (At the end, you can add other values if they aren't already listed.)

Career value	Very important	Somewhat important	Not important
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## **Advancement:**

Be able to get ahead and access growth opportunities based on your performance.

## **Aesthetics:**

Be involved in studying or appreciating the beauty of things, ideas and so on.

## **Affiliation:**

Develop close personal relationships with people as a result of work activity.

## **Be self-employed:**

Have an opportunity to be your own boss during your career path.

## **Change and variety:**

Have work responsibilities and situations change frequently.

## **Competition:**

Engage in activities to compete with others based on skills and performance.

## **Creativity (general):**

Create new ideas, programs, organized structures or anything that doesn't follow a format developed by others.

## **Diversity:**

Work in an environment that embraces diversity.

## **Excitement:**

Experience a high (or frequent) degree of stimulation.



**Career value**

Very important

Somewhat important

Not important

**Financial reward:**

Be likely to accumulate a large amount of money or other gains through wages, ownership, profit-sharing, commissions and so on.

**Fulfillment:**

Feel that the work is contributing to ideas that you believe are very important.

**Help others:**

Be involved in helping people directly, either individually or in small groups.

**Help society:**

Do something to contribute to the betterment of the world and make an impact.

**Independence:**

Be able to determine the nature of work without significant direction, instruction or regulation from others.

**Integrity:**

Work in an environment that meets your unique interests, morals and values.

**Intellectual status:**

Be regarded as an expert in a given field.

**Job tranquility:**

Avoid pressure and competition in the role and work setting.

**Knowledge:**

Value the pursuit of knowledge, truth and understanding over monetary gain.

**Lifelong learning:**

Pursue opportunities to increase your skills and knowledge related to your field.

**Power and authority:**

Manage others' work activities and guide their direction.



**Career value**

Very important

Somewhat important

Not important

**Public contact:**

Have a lot of day-to-day contact with people.

**Recognition:**

Get positive feedback and credit for good work.

**Security:**

Have job stability and a reasonable financial reward.

**Stability:**

Have a work routine and job duties that are largely predictable and not likely to change often.

**Status:**

Impress or gain respect from friends, family and community based on work or responsibilities.

**Time freedom:**

Have responsibilities you can work on according to your schedule — no specific working hours required.

**Travel:**

Travel regularly for short and extended periods.

**Work alone:**

Complete projects independently without much contact with others.

**Work under pressure:**

Work in time-pressured circumstances with high expectations or with demanding personal relationships.

**Work/life balance:**

Have a balance between work and personal life commitments.

**Additional values:**

Prioritize your top five career values based on those you marked as “very important,” and briefly describe why each value is a priority for you.

1.

2.

3.

4.

5.

**Further reflection:**

What activities, experiences or people have influenced your career values?

What activities or experiences bring meaning or purpose to your life?

How do you view the purpose of work in your life?

