

Exercise. Work values

Think about what is important to you in a job. Look at the work-related values in the table and mark the appropriate column. If you want to list other values that are not in the table, write them in the empty cells.

Work values	Not important	Important	Very important
Earning enough money to live well			
Getting along well with colleagues			
Possibility to be a leader			
Full-time job			
Physically safe job			
Feeling important in my work			
Being trusted and the possibility to work independently			
Working with people who know their job			
Doing a variety of tasks			
Possibility to use all my skills			
A clean and comfortable workplace			
Good benefits in addition to wages			
Creative work			
A job that matches my skills			
Prospects for moving ahead in my job			
Work is done at fixed times of the day			
Work at different locations			
Higher pay for greater responsibility			
Possibility to get a better job if I learn more			
Right to make decisions about my job			
Knowing what I am expected to do in my job			
Working towards my long-term goals			
Solving the problems I face at work by myself			
Possibility to use the special skills I have learnt			
Seeing the results of my work			
Early retirement			
A good pension plan			
Vacation at a good time			
Possibility to build relationships			
Keeping work life and private life separate			
A job that challenges me			
A job that fits my personality			
Professional training			
Being inspired by my job and getting new ideas			
Understanding the purpose of the work I do			

A job that is in line with my personal values			
A job that is related to my interests			
A chance to study			
Proper equipment suitable for work			
Getting feedback about my work			
Customer satisfaction with my work			
Being able to express my own opinion			

From the list of values important to you, select five that you consider the most important for work. Explain why you chose these particular values.

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From the list of values least important to you, select five that you are likely to give up, if necessary. Explain why you chose these particular values.

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What did you find out about yourself? Think about how this information aligns with your previous work experience and current career plan. What should you keep in mind when looking for a job?

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Write the five most important work values for you on the career wheel.

Source: N. Amundson, G. Poehnell (1996). Career Pathways. Third Edition. Adapted by K. Lään-Saarik.