**Career Values**

Suppose someone asks you what your ideal job looks like. Could you enumerate what you would like to see back in it? What would at least be necessary before you would say ‘yes’ to another job? What you regard as very important in your work are career values. The values tell something about your motives and how you experience life.

When you are working on your own career actively, it is important to know which career values are important for you. It is useful to reflect from time to time on your position in your career and life.

Below is a list of career values. Mark the values that are important for you in your career. You can mark as many values you like. Keep in mind that it’s not about your actual job or abilities but about an ideal situation in which you are able to potentially fulfill all values.

| 1. | INDEPENDENCE | Be able to determine nature of work without significant direction from others; not have to follow instructions or conform to regulations. |
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| 2. | EXERCISE COMPETENCE | Demonstrate a high degree of proficiency in job skills and knowledge; show above-average effectiveness. |
| 3. | CREATIVE EXPRESSION | Be able to express in writing and in person my ideas concerning job and how I might improve it; have opportunities for experimentation and innovation. |
| 4. | CHALLENGING PROBLEMS | Engage continually with complex questions and demanding tasks, trouble-shooting and problem-solving as core part of job. |
| 5. | JOB TRANQUILITY | Avoid pressures and "the rat race" in job role and work setting. |
| 6. | WORK UNDER PRESSURE | Work in time-pressured circumstances, where there is little or no margin of error, or with demanding personal relationships. |
| 7. | PHYSICAL CHALLENGE | Have a job that requires bodily strength, speed, or dexterity, or agility. |
| 8. | STATUS | Impress or gain the respect of friends, family and community by the nature and/or level of responsibility of my work. |
| 9. | SECURITY | Be assured of keeping my job and a reasonable financial reward. |
| 10. | PRECISION WORK | Deal with tasks that have exact specification, that require careful, accurate attention to detail. |
| 11. | INTELLECTUAL STATUS | Be regarded as very well-informed and a strong theorist, as one acknowledged "expert" in a given field. |
| 12. | CHANGE AND VARIETY | Have work responsibilities frequently changed in content and setting. |
| 13. | KNOWLEDGE | Engage myself in pursuit of knowledge, truth and understanding. |
| 14. | FAST PACE | Work in circumstances where there is high pace activity and work done rapidly |
| 15. | ADVANCEMENT | Be able to get ahead rapidly, gaining opportunities for growth and seniority from work well-done. |
| 16. | AESTHETICS | Be involved in studying or appreciating the beauty of things, ideas, etc. |
| 17. | EXCITEMENT | Experience a high degree of stimulation or frequent novelty and drama on the job. |
| 18. | WORK ON FRONTIERS OF KNOWLEDGE | Work in research and development, generating information and new ideas in the academic, scientific, or business communities. |
| 19. | WORK ALONE | Do projects by myself, without any amount of contact with others. |
| 20. | FRIENDSHIPS | Develop close personal relationships with people as a result of work activity. |
| 21. | PUBLIC CONTACT | Have a lot of day-to-day contact with people. |
| 22. | INFLUENCE PEOPLE | Be in a position to change attitudes or opinions of other people. |
| 23. | MAKE DECISIONS | Have the power to decide courses of action, policies, etc. -- a judgment job. |
| 24. | AFFILIATION | Be recognized as a member of a particular organization. |
| 25. | HELP OTHERS | Be involved in helping people directly, either individually or in small groups. |
| 26. | POWER AND AUTHORITY | Control the work activities or (partially) destinies of others. |
| 27. | COMPETITION | Engage in activities which pit my abilities against others. |
| 28. | STABILITY | Have a work routine and job duties that are largely predictable and not likely to change over long period of time |
| 29. | HELP SOCIETY | Do something to contribute to the betterment of the world. |
| 30. | CREATIVITY (GENERAL) | Create new ideas, programs, organized structures or anything else not following format developed by others. |
| 31. | COMMUNITY | Live in a town or city where I can meet my neighbours and become active in local politics or service projects. |
| 32. | LOCATION | Find a place to live (town, geographic area) conducive to my lifestyle, a desirable home base for my leisure, learning, and work life. |
| 33. | PROFIT, GAIN | Have strong likelihood of accumulating large amounts of money or other material gain through ownership, profit-sharing, commissions, merit pay increases and the like. |
| 34. | TIME FREEDOM | Have responsibilities I can work at according to my time schedule; no specific working hours required. |
| 35. | ARTISTIC CREATIVITY | Engage in creative work in any of several art forms. |
| 36. | SUPERVISION | Have a job in which I am directly responsible for work done by others. |
| 37. | RECOGNITION | Get positive feedback and public credit for work well done. |
| 38. | WORK WITH OTHERS | Have close working relations with group; work as a team to common goals. |
| 39. | ADVENTURE | Have work duties which involve frequent risk-taking. |
| 40. | MORAL FULFILLMENT | Feel that my work is contributing to ideals I feel are very important. |
| 41. | HIGH EARNINGS ANTICIPATED | Be able to purchase essentials and the luxuries of life I wish. |
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