

To clarify the values most critical to your personal/professional fulfillment, the following list describes a wide variety of satisfactions that people obtain from work. Look at the values and their definitions and rate the degree of importance that you would give each using the scale below:

- 1 = Not important at all
- 2 = Not very important
- 3 = Reasonably important
- 4 = Very important

Self-rating	Value	Definition
	Advancement	Be able to get ahead rapidly, gaining opportunities for growth and seniority from work well-done
	Adventure/risk-taking	Have duties which involve frequent physical, financial or social risk-taking
	Aesthetics	Be involved in studying or appreciating the beauty of things, ideas, etc.
	Affiliation	Be recognized as an employee of a particular organization
	Altruism/help society	Do something to contribute to the betterment of the world or greater good
	Balance	Have a job that allows time for family, leisure and work
	Challenge	Engage with complex questions and demanding tasks, trouble-shooting and problem-solving
	Change and variety	Have a wide range of work responsibilities frequently changing in content, setting people and/or activities
	Community activities	Become active in volunteering, politics or service projects
	Competition	Engage in activities that measure my abilities against others
	Creative expression	Be able to express my creative ideas in the arts and communication
	Creativity	Create new ideas, programs, organized structures, or anything else that is unique and novel or not following a format developed by others
	Competence	Demonstrate a high degree of expertise and mastery of job skills and knowledge
	Excitement	Experience a high degree of stimulation or frequent novelty and drama on the job
	Fast pace/time pressure	Work in circumstances where work is done rapidly and/or there is little room for error
	Financial reward	Earning a larger than average amount of income
	Flexibility	Work according to my time schedule
	Friendships	Develop personal relationships with people as a result of work activity

Self-rating	Value	Definition
	Fun	Have opportunities to be playful and humorous at work
	Harmony/tranquility	Avoid pressures and stress in job role and work setting and seek harmonious relationships
	Help others	Be involved in helping or being of service to people directly, either individually or in groups
	Independence/autonomy	Be able to determine the nature of work without significant direction from others; not have to follow instructions or conform to regulations
	Influence people	Be in a position to influence attitudes
	Knowledge/research	Develop new information and ideas. Engage in pursuit of knowledge, truth and understanding
	Leadership	Direct, manage, or supervise the work done by others
	Make decisions	Have the power to decide courses of action, policies, etc. or make decisions regarding the work activities of others
	Moral/spiritual fulfillment	Feel that my work is consistent with my ideals or moral code
	Personal growth	Have work which enables me to grow as a person
	Public contact	Have a lot of day-to-day contact with people
	Recognition	Get positive feedback and public credit for work well done
	Stability	Have a work routine and job duties that are largely predictable and not likely to change over a long period of time
	Status/prestige	Gain the respect of friends, family and/or the community by the nature and/or level of responsibility of my work
	Teamwork	Have close working relations with group; work as team for common goals
	Work alone	Do projects by myself, with little contact with others
	Other value	

After reviewing all the 4s, very important, pick the top 5 that you would be unwilling to compromise on in a job and you would consider your “deal-breakers”:

- 1.
- 2.
- 3.
- 4.
- 5.