Values Definitions

☐ Advancement: To be in a job that results in regular increases in responsibility and scope.
☐ Adventure: Have work duties which involve frequent risk-taking.
☐ Affiliation: To be recognized and receive the prestige association with being a member of a particular group.
☐ Change & Variety: Have work responsibilities that frequently change in content, setting or scope.
☐ Community: To create a sense of belonging and feeling of fellowship with others who have similar or shared goals, ideas, or beliefs.
☐ Competition: Engage in activities that pit my abilities against others, where there are clear win/lose outcomes.
☐ Creativity: Have the ability to create & experiment with new ideas, programs, or structures.
☐ Diversity: To work in an environment or for an organization that promotes and values diverse perspectives & points of view.
☐ Environmental Commitment: To work in an organization that benefits the environment.
☐ Excitement: Experience a high degree/frequent excitement in the course of my work.
☐ Fast Pace: Work in circumstances involving a high pace of activity, where work is done rapidly.
☐ Friendship: Develop close personal relationships with people as a result of my work activity.
☐ Help Others: Directly help other people, either individually or in small groups.
☐ Help Society: Contribute to the betterment of the world (e.g.: groups people, animals, causes).
☐ Independence: Be able to determine the nature of my work without significant direction from others, and to not be closely supervised.
☐ Influence Others: To be in a position to change or influence the attitudes or opinions of others.

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Intellectual Status: To be regarded as a person of high intellectual prowess, or as an acknowledged “expert” in a given field.

Leadership: Have a job that allows me to plan strategically and inspire others.

Learning Opportunities: A job with regular –if not daily– opportunities to learn new things.

Location: To find a place to live (town, geographical area, etc.) that is conducive to my lifestyle & affords me the opportunity to do the things I enjoy most.

Make Decisions: Have the power to evaluate situations and to decide courses of action.

Management: Have a job that allows me to be directly responsible for the work done by others.

Moral Fulfillment: Feel that my work is contributing to a set of moral standards which I feel are important.

People Contact: Have significant day-to-day contact with people.

Physical Challenge: Have a job with physical demands that I would find rewarding.

Power & Authority: Control the work activities or –to some extent– the destinies of others.

Precision: Work in situations where attention to minute detail is necessary and valued.

Profit/Gain: Have a strong likelihood of accumulating significant money or material gains, or things these resources can acquire.

Progressive: To be in an environment that is progressive in its attitude & willingness to adopt “cutting edge” technology, ideas or theories.

Recognition: Be recognized for the quality of my work in some visible or public way.

Routine: To be in a job where responsibilities are largely predictable & are not likely to change over time.

Security: Be in a job that is less likely to be threatened by changes in the economy.

Self-Competition: Engage in activities which pit my abilities against my own prior performance.

Staying Put: To be in a job that allows me to stay within a special geographic region or area.

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☐ Teamwork: To be in a job that needs partnership to achieve common goals and requires close working relationships.

☐ Technology: To work in an environment that utilizes & advances with technology.

☐ Time Freedom: Have work responsibilities that allow me to work according to my own time schedule; no specific working hours are required.

☐ Work Alone: Do projects by myself, without a significant amount of interaction with others required to be successful.

☐ Work Under Pressure: Work in situations where time pressure is prevalent and/or the quality of my work is judged by supervisors, customers, or others.