

Work values

Derived from Brian Hopson and Mike Scally, *Build Your Own Rainbow: A Workbook for Career and Life Management* (2009).

- Place of work:** It is important that you work in the right part of the country for you.
- Peace:** You prefer to have few pressures or uncomfortable demands.
- Variety:** You enjoy having lots of different things to do.
- Competition:** You enjoy competing against other people or groups.
- Independence:** You like being able to work in the way you want, without others telling you what to do.
- Time freedom:** You prefer to be able to choose your own times for doing things, not having rigid working hours.
- Friendship:** You would or do like close friendships with people at work.
- Fast pace:** You enjoy working rapidly at a high pace.
- Status:** You enjoy being in a position which leads others to respect you.
- Making decisions:** It is important to you to have to make decisions about how things should be done, who should do them, and when they should be done.
- Creativity:** Thinking up new ideas and ways of doing things is important to you.
- Risk:** You like to take risks.
- Excitement:** It is important to you to have a lot of excitement in your work.
- Money:** Earning a large amount of money is important to you.
- Helping others:** It is important to you to help other people either individually or in groups, as part of your work.
- A well-known organization:** You like being part of a well-known organisation.
- Promotion:** You like to work where there is a good chance of promotion.

- ☐ **Challenge:** You enjoy being 'stretched' and given new problems to work on.
- ☐ **Routine:** You like a work routine which is fairly predictable.
- ☐ **Pressure:** You like working to deadlines.
- ☐ **Community:** You like to live in a place where you can get involved in the community.
- ☐ **Work with others:** You like to work in a team alongside others.
- ☐ **Physical challenge:** You enjoy doing something that is physically demanding.
- ☐ **Work alone:** You like to work on your own.
- ☐ **Artistic:** You enjoy work involving drawing, designing, making music, making models, etc.
- ☐ **Communication:** You enjoy being able to express ideas well in writing or in speech.
- ☐ **Recognition:** You do like people to appreciate you for the work you do.
- ☐ **Security:** It is important to know your work will always be there for you.
- ☐ **Contact with people:** You enjoy having a lot of contact with people.
- ☐ **Precise work:** You like working at things which involve great care and concentration.
- ☐ **Help society:** You like to think that your work is producing something worthwhile for your society.
- ☐ **Supervision:** You enjoy being responsible for work done by others.
- ☐ **Persuading people:** You enjoy persuading people to do something or change their minds about something.
- ☐ **Learning:** It is important for you to learn new things.
- ☐ **Being expert:** You like being known as someone with special knowledge or skills.