

Work Values Inventory

This checklist presents common “satisfaction factors” that people receive from their jobs. Begin by reading the entire list, then rate each item, using the scale that follows Circle your top 5 work values.

- 1 = Very Important
- 2 = Important
- 3 = Not Very Important
- 4 = Not Important at All

- _____ **Help Society:** Contribute to the betterment of the world I live in.
- _____ **Help Others:** Help others directly, either individually or in a group.
- _____ **Public Contact:** Have lots of daily contact with people.
- _____ **Work with Others:** Have close working relationship with a group.
- _____ **Affiliation:** Be recognized with an organization where status is important to me.
- _____ **Friendship:** Develop close personal relationships with coworkers.
- _____ **Competition:** Pit my abilities against others and where there are clear outcomes.
- _____ **Make Decisions:** Have the power to set policy and determine a course of action.
- _____ **Work Under Pressure:** Work where deadlines and high quality are demanded.
- _____ **Power and Authority:** Control other people’s work activities.
- _____ **Influence People:** Be in a position to change people’s attitudes and opinions.
- _____ **Work Alone:** Do things by myself, without much contact with others.
- _____ **Knowledge:** Seek knowledge, truth and understanding.
- _____ **Intellectual Status:** Be regarded by others as an expert or a person of intellect.
- _____ **Artistic Creativity:** Do creative work in any of several art forms.
- _____ **Creativity:** Create new ideas, programs or anything else not previously developed.
- _____ **Aesthetics:** Have a job that involves sensitivity to beauty.
- _____ **Supervision:** Guide other people in their work.
- _____ **Change and Variety:** Have changing job duties or settings.
- _____ **Precision Work:** Do work that allows little tolerance for error.
- _____ **Stability:** Have job duties that are largely predictable and not likely to change.
- _____ **Security:** Be assured of keeping my job and a reasonable financial reward.
- _____ **Fast Pace:** Work quickly and keep up with a fast pace.
- _____ **Recognition:** Be recognized for the quality of my work visibly or publicly.
- _____ **Excitement:** Work that offers change and stimulation.
- _____ **Adventure:** Do work that requires me to take risks.
- _____ **Profit, Gain:** A chance to accumulate money and goods.
- _____ **Independence:** Work on my own, determine my own work with little supervision.
- _____ **Moral Fulfillment:** Work that contributes to a set of important moral standards.
- _____ **Location:** Find a place to live that matches my lifestyle and personality.
- _____ **Community:** Live in a town where I can get involved with community affairs.
- _____ **Physical Challenge:** Have a physically demanding job that is rewarding.