

## Values Survey

Rate the degree of importance that the values on the following list have for you. Use the following to rate the importance:

- Place a “1” next to those that are important to you in your personal and professional life.
- Place a “2” next to the values that are reasonably important.
- Place a “3” next to the values that are unimportant to you.

\_\_\_\_\_ **Accomplishment** - feeling that you have contributed to your work and to your world

\_\_\_\_\_ **Affiliation** - being active or involved with a group of people, perhaps in a club, professional organization, community group or special interest team

\_\_\_\_\_ **Belonging** - feeling wanted and needed by family and/or friends

\_\_\_\_\_ **Challenge** - feeling personally and professionally challenged by your work

\_\_\_\_\_ **Change/Variety** - having a job which has a reasonable amount of variety or different responsibilities

\_\_\_\_\_ **Compatibility** - having good relationships with leaders, colleagues and others that you come into contact with at work

\_\_\_\_\_ **Competence** - doing your work correctly, accurately and with ability

\_\_\_\_\_ **Competition** - doing a job which matches your skills and abilities against those of other people

\_\_\_\_\_ **Communication** - expressing your ideas, feelings, and concerns accurately to others

\_\_\_\_\_ **Creativity** - creating new products, materials, services and/or systems; generating new ideas and implementing them

\_\_\_\_\_ **Development** - working on self-improvement

\_\_\_\_\_ **Diversity** - having the opportunity to meet and/or work with people with diverse cultural backgrounds

\_\_\_\_\_ **Flexibility** – scheduling your work hours or the way you conduct your work

\_\_\_\_\_ **Growth** - being with people who are stimulating and challenging, providing an opportunity to develop your own skills and abilities

\_\_\_\_\_ **Health** - living a physically healthy life; exercising, eating properly, taking care of yourself

- \_\_\_\_\_ **Helping** - being involved in activities which offer assistance to others
- \_\_\_\_\_ **Humor** – ability to see that something is funny; enjoyment of things that are funny
- \_\_\_\_\_ **Increasing Income** - obtaining promotions or opportunities to increase income
- \_\_\_\_\_ **Independence** - determining your own activities and priorities with little direction from others
- \_\_\_\_\_ **Influence** - being able to influence other people
- \_\_\_\_\_ **Impact** - being able to help, guide and/or direct people, organizations or projects
- \_\_\_\_\_ **Interaction** - working predominantly with others
- \_\_\_\_\_ **Insight** - learning to accept yourself and your strengths and weaknesses
- \_\_\_\_\_ **Knowledge** - pursuing and expanding your field of knowledge
- \_\_\_\_\_ **Leadership** - managing or influencing the efforts of others
- \_\_\_\_\_ **Learning** - knowing that you are growing intellectually
- \_\_\_\_\_ **Making a Difference** – contributing to efforts that benefit others
- \_\_\_\_\_ **Physical** - doing work in which coordination and physical activities are desired or required
- \_\_\_\_\_ **Power and authority** - directing or controlling the activities of others
- \_\_\_\_\_ **Problem-Solving** - using problem solving skills and generating solutions
- \_\_\_\_\_ **Recognition** - having a large circle of colleagues; being known by a number of people
- \_\_\_\_\_ **Respect** - being respected by others, your colleagues, management and clients
- \_\_\_\_\_ **Security** - knowing that position is secure (not identified for reorganization or layoff)
- \_\_\_\_\_ **Social** - having regular or daily contact with other people
- \_\_\_\_\_ **Solitude** - working predominantly on your own
- \_\_\_\_\_ **Spiritual** - being true to your personal convictions
- \_\_\_\_\_ **Spontaneity** - feeling you can be flexible when desired; not feeling restricted
- \_\_\_\_\_ **Supervision** - supervising the efforts of others
- \_\_\_\_\_ **Support** - having colleagues with whom you can confide, share concerns, trust and support

\_\_\_\_\_ **Teamwork** – encouraging cooperation, collaboration and partnerships

\_\_\_\_\_ **WorkLife and Wellness** – pursuing interests both within and outside of work

\_\_\_\_\_ Other values not mentioned above

- \_\_\_\_\_
- \_\_\_\_\_
- \_\_\_\_\_

### Values Summary

As you review this list of values, identify UP TO 10 values that you rated with a “1.” If you have more than 10, go back through all the “1”s and select your top 10. If fewer, you might want to review your number “2”s and add them to the list.

### My Top Ten Values

1. \_\_\_\_\_
2. \_\_\_\_\_
3. \_\_\_\_\_
4. \_\_\_\_\_
5. \_\_\_\_\_
6. \_\_\_\_\_
7. \_\_\_\_\_
8. \_\_\_\_\_
9. \_\_\_\_\_
10. \_\_\_\_\_

Think about and write some statements that show how your top values are demonstrated in your work.

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What top values are missing in your work?

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