

# Career Values

Have you ever considered a career and thought about the money you'd make, the people you'd be working with, or the amount of time you'd be spending at work? These thoughts are connected to your Career Values, which can greatly affect your job satisfaction and fulfillment. You may not find a career that aligns with all of your values, but identifying what's important to you and considering them in the context of your chosen/desired career is an essential and ongoing part of your career journey.

## Part I: Reflecting on your career values

What activities bring meaning and purpose to your life?

How do you define success?

Think about a time you felt motivated in your life, in a job, or in a volunteer position. What contributed to that feeling of motivation?

What would you miss if you left your current job or what do you miss about the best job you ever had?

## Part II: Career Values Inventory

- ✓ **VERY IMPORTANT** – You could not go without this / give this up.
- ✓ **IMPORTANT** – You like this; it would be good / nice to have.
- ✓ **NEUTRAL** – Undecided; you feel no strong emotion towards this one way or the other.
- ✓ **NOT IMPORTANT** – This is something you could easily go without or may choose to avoid altogether.

**ACHIEVEMENT** – Results orientation; using your strongest skills; feeling a sense of accomplishment

Very Important | Important | Neutral | Not Important

**ADVANCEMENT** – Move forward in your career and have opportunities for growth through seniority

Very Important | Important | Neutral | Not Important

**ADVENTURE/EXCITEMENT** – Risk taking, lots of activity, and thrill seeking through action

Very Important | Important | Neutral | Not Important

**AESTHETICS** – Appreciation for the beauty of things, people, art, nature, and surroundings

Very Important | Important | Neutral | Not Important

**ALTRUISM/HELP SOCIETY** – Contribute to the greater good

Very Important | Important | Neutral | Not Important

**BALANCE** – The ability to pursue interests and fulfill commitments outside of work

Very Important | Important | Neutral | Not Important

**BENEFITS** – Additional work compensation such as insurance, vacation, sick leave, etc.

Very Important | Important | Neutral | Not Important

**COLLABORATION** – Provide support/service to others; opportunity to work with others to find common ground and achieve shared goals

Very Important | Important | Neutral | Not Important

**COMMUNITY** – Work connected with service, politics, or community affairs

Very Important | Important | Neutral | Not Important

**COMPETITION** – Opportunities to test your skills or match your performance against others

Very Important | Important | Neutral | Not Important

**CONSISTENCY** – Consistent duties that are dependable and do not change over time

Very Important | Important | Neutral | Not Important

**CONTACT** – Frequent contact with colleagues, clients, students, patients, customers, etc.

Very Important | Important | Neutral | Not Important

**CREATIVITY** – Express new ideas, programs, systems, etc.

Very Important | Important | Neutral | Not Important

**EXPERTISE** – Be known as someone with special knowledge, skill, and ability in a specific area

Very Important | Important | Neutral | Not Important

**FUN** – A playful, light hearted work environment where humour is appreciated

Very Important | Important | Neutral | Not Important

**FAST PACE** – Quick pace of activity with quick outcomes

Very Important | Important | Neutral | Not Important

**HARMONY** – A calm, harmonious, environment with minimal conflict

Very Important | Important | Neutral | Not Important

**HELP OTHERS** – Assist others in direct ways, either in groups or individually

Very Important | Important | Neutral | Not Important

**INDEPENDENCE** – Work without constant supervision; the ability to make decisions without consult

Very Important | Important | Neutral | Not Important

**INFLUENCE OTHERS** – Have significant impact on others to change attitudes or opinions

Very Important | Important | Neutral | Not Important

**KINESTHETIC** – Use your hands and body

Very Important | Important | Neutral | Not Important

**KNOWLEDGE/LEARNING** – Gather new information and ideas

Very Important | Important | Neutral | Not Important

**LEADERSHIP** – Inspire, motivate, or direct others

Very Important | Important | Neutral | Not Important

**LOCATION** – Live somewhere conducive to your lifestyle and priorities

Very Important | Important | Neutral | Not Important

**MAKE DECISIONS** – Power to decide course of action/policies

Very Important | Important | Neutral | Not Important

**MENTAL CHALLENGE** – Perform tasks requiring mental effort in order to be done successfully

Very Important | Important | Neutral | Not Important

**MONEY** – Significant financial benefit / making a lot of money

Very Important | Important | Neutral | Not Important

**PERSONAL GROWTH** – Opportunities to grow as a person

Very Important | Important | Neutral | Not Important

**PHYSICAL CHALLENGE** – Physical demands you find rewarding

Very Important | Important | Neutral | Not Important

**RECOGNITION** – Acknowledgement and/or praise for your work

Very Important | Important | Neutral | Not Important

**SPIRITUAL FULFILLMENT** – Consistency with your ideals, beliefs, and/or morals

Very Important | Important | Neutral | Not Important

**SECURITY** – Stable work environment and financial stability

Very Important | Important | Neutral | Not Important

**STATUS/PRESTIGE** – Respect from others given nature and level of your work

Very Important | Important | Neutral | Not Important

**SUPPORT** – Advocacy, resources, training, and guidance from management

Very Important | Important | Neutral | Not Important

**TECHNOLOGY** – Use computers, electronic equipment, and technical software

Very Important | Important | Neutral | Not Important

**TIME FREEDOM** – Management of your own schedule/workload

Very Important | Important | Neutral | Not Important

**TRAVEL** – Opportunity to travel

Very Important | Important | Neutral | Not Important

**VARIETY** – Frequent changes in your work tasks

Very Important | Important | Neutral | Not Important

**WORK ALONE** – Do projects individually; little contact with others

Very Important | Important | Neutral | Not Important

**WORKING CONDITIONS** – Comfortable work environment, dress code, additional amenities

Very Important | Important | Neutral | Not Important

**WORK UNDER PRESSURE** – Time pressure is significant and quality is critically reviewed

Very Important | Important | Neutral | Not Important

## Part III: Your Very Important Values

## Part IV: Next Steps

For next steps, consider the following:

1. Connect with a [Career Coach](#) to discuss your values in relation to your career development and goals. Book via [careerlink.usask.ca](#).
2. Take one or more of the SECC's other [career assessments](#):
  - a. Myers-Briggs Type Indicator (assessment of personality)
  - b. Strong Interest Inventory (assessment of interests)
  - c. StrengthsFinder (assessment of talents/strengths)

Exercises on this worksheet have been inspired by resources from the DePaul University Career Center, UC Berkeley Human Resources, and the NOVA Workforce Board.

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