

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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