**Workplace Values Exercise**  
Here's the premise. Before you even think about continuing with this exercise, make sure you have plenty of free time to spend with it; time to think and reflect on what you truly value. Are you ready?

Your first step it to rate the importance of each of the workplace values on our list. We've left a few blank lines at the end of our list in case we have missed something that you value in your work. Finally, be sure to be honest with yourself; no one is judging nor scoring your results, so lying to yourself does no good.

Rate the degree of importance that you place on each of the following workplace values using this scale:

1 = Very important to me  
2 = Reasonably important to me  
3 = Somewhat important to me   
4 = Not important to me at all

*I am interested in jobs and careers that include:*

\_\_\_\_\_ creating/building things  
\_\_\_\_\_ mental challenge/mentally demanding/problem-solving  
\_\_\_\_\_ physical challenge/physically demanding  
\_\_\_\_\_ opportunity for balance between work life and family life  
\_\_\_\_\_ flexibility in work structure  
\_\_\_\_\_ intellectual status, an acknowledged “expert” in a given field  
\_\_\_\_\_ order and structure  
\_\_\_\_\_ high degree of competition  
\_\_\_\_\_ integrity and truth  
\_\_\_\_\_ rewarding loyalty and dependability  
\_\_\_\_\_ having self-respect and pride in work  
\_\_\_\_\_ stability and security  
\_\_\_\_\_ strong financial compensation and financial rewards  
\_\_\_\_\_ being recognized for quality of work in a visible/public way  
\_\_\_\_\_ having a positive impact on others and society  
\_\_\_\_\_ using creativity, imagination; being innovative  
\_\_\_\_\_ variety and a changing work pace  
\_\_\_\_\_ professional development and on-going learning and growth  
\_\_\_\_\_ friendships and warm working relationships  
\_\_\_\_\_ teamwork and work groups  
\_\_\_\_\_ glamour, prestige, respect, or a level of social status  
\_\_\_\_\_ routine, predictable work projects  
\_\_\_\_\_ deadlines and time demand/pressure challenges  
\_\_\_\_\_ clear advancement tracks/opportunities for advancement  
\_\_\_\_\_ tranquility, comfort, and avoidance of pressure  
\_\_\_\_\_ dealing with the public/day-to-day contact with the public  
\_\_\_\_\_ using cutting edge or pioneering technologies or techniques  
\_\_\_\_\_ opportunities for supervision, power, leadership, influence  
\_\_\_\_\_ making decisions, having power to decide courses of action  
\_\_\_\_\_ respect, recognition, being valued  
\_\_\_\_\_ autonomy, independence, freedom  
\_\_\_\_\_ precision work with little tolerance for error  
\_\_\_\_\_ adventure and excitement

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Your second step is to try and identify the 10 most important values to you. Circle each of these most important values from the list above.

Your third step is to now narrow down your list of 10 to the five core values you hold most sacred -- that you can't live without in your job/workplace -- and place them below:

1. \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_  
2. \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_  
3. \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_  
4. \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_  
5. \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Congratulations! You now have a list of core workplace value that represent who you are…it is this core group of workplace values that help determine your level of satisfaction with your job and your career -- and which should be used to judge the level of "fit" with any future job, company, or career change.

Now comes the tougher part. How well do your core values fit with your current job, career path, and employer -- and what, if anything, are you going to do about these results?