1. Read the definitions of the work values listed in the three categories below. Rate each work value according to its degree of importance to you. Use the following scale in assigning your ratings:

1 = unimportant in my choice of career
2 = somewhat important in my choice of career
3 = very important in my choice of career

Place the number corresponding to your rating in the appropriate space to the left of each work value.

A. **Work Conditions.** The conditions of work involve:

___ Independence/Autonomy – doing what you want to do without much direction from others.
___ Time Flexibility – arranging your own hours, working according to your own time schedule.
___ Change/Variety – performing varying tasks in a number of different settings.
___ Change/Risk – performing new tasks or leading new programs that challenge the established order and may be intimacy resisted.
___ Stability/Security – performing regular, predictable tasks in a job you are assured of that pays you reasonably well.
___ Physical/Challenge – performing dangerous tasks that challenge your physical capabilities and involve risk.
___ Physical Demands – performing physically strenuous, but relatively safe activities.
___ Mental Challenge – performing demanding tasks that challenge your intelligence and creativity.
___ Pressure/Time Deadlines – performing in a highly critical environment with constant time deadlines.
___ Precise Work – performing prescribed tasks that leave little room for error.
___ Decision Making – making choices about what to do and how to do it.

B. **Work Purposes.** The purpose of work is to:

___ Truth/Knowledge – pursue knowledge and understanding.
___ Expertise/Authority – seek recognition as an acknowledge expert or leader in a particular area.

___ Creativity/Innovation – develop new and different ideas, programs, and/or structures.

___ Aesthetic Appreciation – seek out the appreciation of beauty in all of its various forms.

___ Social Contributions – seek to improve the human condition.

___ Material Gain – acquire and accumulate money or other material objects.

___ Achievement/Recognition – seek public recognition for your work contributions.

___ Ethical/Moral – act in accordance with a set of moral and ethical standards.

___ Spiritual/Transpersonal – seek beyond ordinary consciousness to a more spiritual plane.

C. Work Relationships. The relationship at work will entail.

___ Work Alone – doing assessments by yourself with minimal contact with other people.

___ Public Contact – interacting in predictable ways with a continuous flow of people.

___ Group Membership – belonging to a group with a common purpose and/or interest.

___ Helping Others – assisting other people directly to obtain information and/or resolve problems.

___ Influencing Others – affecting others in ways designed to change attitudes or opinions.

___ Supervising Others – being in a position to oversee the work of other employees.

___ Controlling Others – maintaining some control or power over the destinies of other people.

2. List below your top 3 most important work values in each of the three categories. Add any others that are important but which were not covered above.

<table>
<thead>
<tr>
<th>Work Conditions</th>
<th>Work Purposes</th>
<th>Work Relationships</th>
</tr>
</thead>
<tbody>
<tr>
<td>__________________</td>
<td>__________________</td>
<td>__________________</td>
</tr>
<tr>
<td>__________________</td>
<td>__________________</td>
<td>__________________</td>
</tr>
<tr>
<td>__________________</td>
<td>__________________</td>
<td>__________________</td>
</tr>
</tbody>
</table>