

WORK VALUES INVENTORY

This checklist presents common “satisfaction factors” that people receive from their jobs. Begin by reading the entire list, then rate each item using the scale that follows. Circle your top 5 work values.

VERY IMPORTANT 1	IMPORTANT 2	NOT VERY IMPORTANT 3	NOT IMPORTANT 4
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- _____ Help Society: Contribute to the betterment of the world I live in.
- _____ Help Others: Help others directly, either individually or in a group.
- _____ Public Contact: Have lots of daily contact with people.
- _____ Work with Others: Have close working relationship with a group.
- _____ Affiliation: Be recognized with an organization where status is important to me.
- _____ Friendship: Develop close personal relationships with coworkers.
- _____ Competition: Pit my abilities against others where there are clear outcomes.
- _____ Make Decisions: Have the power to set policy and determine a course of action.
- _____ Work Under Pressure: Work where deadlines and high quality are demanded.
- _____ Power and Authority: Control other people’s work activities.
- _____ Influence People: Be in a position to change people’s attitudes and opinions.
- _____ Work Alone: Do things by myself, without much contact with others.
- _____ Knowledge: Seek knowledge, truth, and understanding.
- _____ Intellectual Status: Be regarded by others as an expert or a person of intellect.
- _____ Artistic Creativity: Do creative work in any of several art forms.
- _____ Creativity: Create new ideas, programs, or anything else not previously developed.
- _____ Aesthetics: Have a job that involves sensitivity to beauty.
- _____ Supervision: Guide other people in their work.
- _____ Change and Variety: Have changing job duties or settings.
- _____ Precision Work: Do work that allows little tolerance for error.
- _____ Stability: Have job duties that are largely predictable and not likely to change.
- _____ Security: Be assured of keeping my job and a reasonable financial reward.
- _____ Fast Pace: Work quickly and keep up with a fast pace.
- _____ Recognition: Be recognized for the quality of my work visibly or publicly.
- _____ Excitement: Work that offers change and stimulation.
- _____ Adventure: Do work that requires me to take risks.
- _____ Profit, Gain: A chance to accumulate money and goods.
- _____ Independence: Work on my own, determine my own work with little supervision.
- _____ Moral Fulfillment: Work that contributes to a set of important moral standards.
- _____ Location: Find a place to live that matches my lifestyle and personality.
- _____ Community: Live in a town where I can get involved with community affairs.
- _____ Physical Challenge: Have a physically demanding job that is rewarding.