



Your Career Values

Career values represent what is important and necessary in your work to make it meaningful and enjoyable. This self-assessment inventory may be helpful to hone in on your work values and jumpstart your career exploration.

Review the values listed below and rate their importance to you using the rankings below. Don't spend too much time thinking about each value, just go with your first instinct. Also, feel free to **add to the list if you feel a value is missing**. There is a text box at the end of this document where you can add any additional career values that are important to you.

- Must have - *would be essential to have in my daily work.*
- Nice to have - *would be nice to have occasionally or is a value of slight interest.*
- Not a priority - *not a requirement in my daily work.*

Must Nice Not a Priority **I would enjoy working with....**

creative professionals.

business-minded professionals.

coworkers who are task oriented.

friendly coworkers.

different professionals daily.

children/groups of youth.

individuals from a protected group to improve rights (e.g., undocumented immigrants, etc.).

customers/clients to inform/sell/advocate based on their needs.

data and concepts.

My ideal work setting includes working...

Type

at a large organization (1,000+ employees).

at a medium sized organization (500-1,000 employees).

at a small organization (5-500 employees).

for an international corporation.

Setting

at a non-profit, where the main goal is not to make a profit, but to make a difference.

for a federal agency or state government.

at a school/educational setting



from home (tele-work) more than 50% of the time.

outdoors/in nature.

in a traditional office setting.

at a start-up (i.e., a business that began less than three years ago).

My work duties would include...

using my ability, knowledge, or skill.

addressing a particular need or problem.

working independently.

collaborating with a team.

analyzing data to identify patterns.

counseling/coaching/advising people one-on-one.

researching (e.g., economic baselines, literature, in a lab).

fixing or building things.

advancing the field/area of interest.

being creative or artistic.

being active (e.g., police officer, dance teacher, coach).

identifying and solving problems.

working with technology/databases.

creating or improving materials.

big-picture thinking rather than focusing on details.

presenting information to groups of people (e.g., clients, business meetings, trainings, teaching).

healing/diagnosing (e.g., people, animals, etc.).

supervising people.

marketing products online and in person.



My work output or product would...

contribute to the research/policy available in my field (e.g. research paper, legal policies, business policies).

create a safe environment for my community (e.g., nurse, FBI agent, politician, soil scientist).

create a just community (e.g., lawyer, police officer, policy analyst).

empower others (e.g., to learn, grow, receive services that were previously denied).

help others have a better quality of life (e.g., teachers, counselor, speech pathologist, human services).

include reports or analyses that would improve business systems, markets, or the environment (e.g., analyst, finance, underwriter, GIS analyst).

contribute to the U.S.'s national security or service abroad (e.g., diplomat, CIA, Peace Corps volunteer).

change the world (e.g., U.S. President, activist, researcher, social media celebrity – no judging here, there are so many ways to have an impact on the world!).

Compensation/benefits that I am seeking include...

a high salary.

commission-based or bonus-heavy compensation where my effort influences my earnings.

health insurance.

job security.

flexibility (i.e., flex-job, alternative hours).

paid vacation time.

onsite daycare.

tuition reimbursement.

training (e.g., language classes, training on technology).

generous retirement plan.

extras (e.g., free beverage bar at work, pet friendly, etc.).



I would enjoy work culture that...

promotes and sustains a sense of belonging and inclusion.

fosters a culture where every voice is welcome, heard and respected.

employees are encouraged to present themselves authentically in the workplace (e.g., individuals do not feel as though they need to hide or mask parts of themselves while at work).

acknowledges and honors multiple religious and cultural practices.

hires individuals of diverse identities, including, but not limited to, race, ethnicity, socio-economic, status, religion, gender, sexual orientation, physical ability, etc.

welcomes a multilingual and international workforce.

continuously strengthens anti-discriminatory policies.

Others...