

## Work Values

## Instructions

Using the Work Values Descriptors place no more than 4 in each category below based on what's most or least important to you. Your answers provide insight into the six work values (below) that are most important to you.

MOST IMPORTANT	VERY IMPORTANT	IMPORTANT	LESS IMPORTANT	LEAST IMPORTANT
MOST IMPORTANT 0/4	VERY IMPORTANT 0/4	IMPORTANT 0/4	LESS IMPORTANT 0/4	LEAST IMPORTANT 0/4

## Work Values

Global aspects of work that are important to a person's satisfaction.

**Achievement** — Occupations that satisfy this work value are results oriented and allow employees to use their strongest abilities, giving them a feeling of accomplishment. Corresponding needs are Ability Utilization and Achievement.

**Independence** — Occupations that satisfy this work value allow employees to work on their own and make decisions. Corresponding needs are Creativity, Responsibility and Autonomy.

**Recognition** — Occupations that satisfy this work value offer advancement, potential for leadership, and are often considered prestigious. Corresponding needs are Advancement, Authority, Recognition and Social Status.

**Relationships** — Occupations that satisfy this work value allow employees to provide service to others and work with co-workers in a friendly non-competitive environment. Corresponding needs are Co-workers, Moral Values and Social Service.

**Support** — Occupations that satisfy this work value offer supportive management that stands behind employees. Corresponding needs are Company Policies, Supervision: Human Relations and Supervision: Technical.

**Working Conditions** — Occupations that satisfy this work value offer job security and good working conditions. Corresponding needs are Activity, Compensation, Independence, Security, Variety and Working Conditions.

Live on-line Work Values Assessment available at: <https://www.vawizard.org/wizard/assessment-combined>



**A**

*On my ideal job it is important that...*

...I make use of my abilities.

**I**

*On my ideal job it is important that...*

...I could try out my own ideas.

**B**

*On my ideal job it is important that...*

...I would be treated fairly by the company.

**N**

*On my ideal job it is important that...*

...the job would provide for steady employment.

**F**

*On my ideal job it is important that...*

...the work could give me a feeling of accomplishment.

**J**

*On my ideal job it is important that...*

...I could work alone.

**G**

*On my ideal job it is important that...*

...my pay would compare well with that of other workers.

**O**

*On my ideal job it is important that...*

...I could do things for other people.

**C**

*On my ideal job it is important that...*

...I could be busy all the time.

**K**

*On my ideal job it is important that...*

...I would never be pressured to do things that go against my sense of right and wrong.

**H**

*On my ideal job it is important that...*

...my co-workers would be easy to get along with.

**P**

*On my ideal job it is important that...*

...I have supervisors who would back up their workers with management.

**D**

*On my ideal job it is important that...*

...the job would provide an opportunity for advancement.

**L**

*On my ideal job it is important that...*

...I could receive recognition for the work I do.

**Q**

*On my ideal job it is important that...*

...I have supervisors who train their workers well.

**S**

*On my ideal job it is important that...*

...the job would have good working conditions.

**E**

*On my ideal job it is important that...*

...I could give directions and instructions to others.

**M**

*On my ideal job it is important that...*

...I could make decisions on my own.

**R**

*On my ideal job it is important that...*

...I could do something different every day.

**T**

*On my ideal job it is important that...*

...I could plan my work with little supervision.

