

MODULE 1 – WORK VALUES

Objective: To address and assess those values most important to you in work

Introduction: People work for different reasons. Most of us work for money, but the amount of financial security and income regarded as important by people will vary. We all ‘help’ others less fortunate than ourselves from time to time, but some people value doing this for most of their time. Most of us like a challenge from time to time, but some find significance when faced with challenge after challenge.

Instruction: The table overleaf lists a number of work and non-work values. Think about how important each value is to you in a work context. Rate each one on a scale of 1-10, 1 = of no importance at all, and 10 = of the utmost importance.

Description	Importance on a scale from 1 to 10
To belong to a team. To have close relationship with colleagues. To work in a supportive environment.	
To do something useful for the society. To make a difference.	
To help, care and nurture other. To show compassion.	
To earn good salary. To earn what I am worth.	
To be financially secure. To have stability of employment.	
To achieve important things.	
To take risks. To embrace change.	
To be responsible and accountable for results and quality.	
To engage in demanding tasks. To test my abilities.	
To be recognised as an expert. To apply and develop skills in a particular area. To be consulted for my expertise.	
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To influence the thoughts and actions of others. To lead people.	

Description	Importance on a scale from 1 to 10
To be recognised and valued for my contributions. To get positive feedback for good work.	
To engage in complex tasks requiring an intellectual grasp of several issues.	
To have variety of activity, people and location.	
To decide how I spend my time. To have control over what I do. To make my own decisions.	
To develop and create new ideas. To be innovative and imaginative. To create my own projects/enterprise. To be original.	
To have professional and personal growth. To learn new skills and knowledge.	
To have work that fits in with other parts of my life.	
To have a role that commands respect.	
To be busy most of the time.	
To enable people to develop and grow.	

List here your top and bottom five values:

<i>Top Values</i>	<i>Bottom Values</i>
1.	1.
2.	2.
3.	3.
4.	4.
5.	5.