

Values Assessment Exercise

Understanding your values – what motivates you – will help you make career decisions that align with your true needs. Review and select your top 6 - 8 **Activity-Based Values** below. These values are critical to identifying the work activities that will be most satisfying to you. Then identify 6 - 8 **Worklife and Environment Values**. These values will help you clarify elements in the work setting and organizational culture that are essential to your satisfaction.

Activity-Based Values	Worklife and Environment Values
_____ Competition	_____ Time Flexibility
_____ New Ideas/Learning	_____ Independence
_____ Self-Expression	_____ Recognition
_____ Help Others	_____ Teamwork
_____ Power and Influence	_____ Variety
_____ Supervision	_____ Balanced Lifestyle
_____ Physical Challenge	_____ Advancement
_____ Mastery/Expertise	_____ Economic Security
_____ Artistic Expression	_____ High Income/Wealth
_____ Altruism	_____ Affiliation
_____ Detailed	_____ Friendships
_____ Adventure	_____ Autonomy
_____ Intellectual Challenge	_____ Stability
_____ Creativity	_____ Sense of Community
_____ Contributing	_____ Location
_____ Achievement	_____ Time Freedom *
_____ Organizing	
_____ Leadership	

* Permission is hereby granted to reproduce this page for use with clients in career counseling
Copyright © 2008 SkillScan

Activity-Based Values –Circle the top 6 – 8 values you selected on the previous page in the “Activity-Based Values” column below. Your values will most likely fall into 2 -3 primary groups. If your top values fall into more than 3 Value Groups, identify the top 2 groups that best describe your strongest values and are critical to your overall job satisfaction. Then write a personal definition for each value and list past experiences in which those values were met.

Value Groups (Career Driver Skill Categories and Holland Themes)	Activity-Based Values	Personal Definition & Experience
Skill Category: Physical/Technical Holland – Realistic theme	Adventure Competition Physical Challenge	
Skill Categories: Analytical and Creative Holland – Investigative theme	Intellectual Challenge New Ideas/Learning Mastery/Expertise	
Skill Category: Creative Holland – Artistic theme	Artistic Expression Creativity Self-Expression	
Skill Categories: Relationship and Communication Holland – Social theme	Help Others Altruism Contributing	
Skill Categories: Management/Leadership and Communication Holland – Enterprising	Power and Influence Achievement Leadership	
Skill Categories: Analytical and Management Holland – Conventional theme*	Supervision Detailed Organizing	

* Permission is hereby granted to reproduce this page for use with clients in career counseling
Copyright © 2008 SkillScan

Worklife and Environment Values – record your top 6–8 values in the space provided below. Then provide a definition of each value followed by an experience of when that value was met.*

Worklife & Environment Values	Personal Definition & Experience
1.	
2.	
3.	
4.	
5.	
6.	
7.	
8.	

* Permission is hereby granted to reproduce this page for use with clients in career counseling
 Copyright © 2008 SkillScan

Determine Reinforcing Themes - Values and Skills

Your Activity-Based Values often highlight and reinforce the skills and work activities that will be most satisfying to you. Using the chart below, compare your primary Activity-Based Values Groups and Experiences with your preferred *Skill Categories* (from *Your Skill Road Map*). Note where there are distinct connections between your values and skills to underscore the importance of these themes in your career decision-making.

Expanding the Picture of Themes – Integrating Assessment Results

If you know your Holland code (from the Strong Interest Inventory® Assessment or Self-Directed Search® or other exercise/assessment) you can gain deeper insight into the overall relationship between your interests, values and skills by reviewing the *Integrating Assessment Results* chart below. Look for the top 2–3 themes (rows) across interest skills and values that contain the majority of your preferences. Use these themes to examine positions or career paths that have the best potential to meet your unique preferences.

Holland Interest Themes Subjects	Activity-Based Values	Career Driver Skill Categories
REALISTIC (Things)	Adventure Competition Physical Challenge	Physical/Technical Analytical
INVESTIGATIVE (Data, Ideas)	Intellectual Challenge Mastery/Expertise New Ideas/Learning	Analytical Creative
ARTISTIC (Ideas, Things)	Artistic Expression Creativity Self-Expression	Creative
SOCIAL (People)	Altruism Contributing Help Others	Relationship Communication
ENTERPRISING (People, Data)	Achievement Leadership Power and Influence	Management/Leader- ship Communication
CONVENTIONAL (Data)	Detailed Organizing Supervision	Analytical Management*

Note: these connections are the author's interpretation of the relationship between Holland themes, Values and Advance Pack themes

* Permission is hereby granted to reproduce this page for use with clients in career counseling
Copyright © 2008 SkillScan