



Values Assessment Exercise

Understanding your values — what gives you meaning and motivates you—will help you make career decisions that align with your true needs.

Step 1: Values Checklist

Review and place a check mark next to your top six to eight Activity-Based Values column below. These values are critical to identifying the work activities that will be most satisfying to you. Then identify six to eight Worklife and Environment Values in the right column. 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	Family
Intellectual Challenge	Stability
Creativity	Sense of Community
Contributing	Location
Achievement	Health/Fitness
Organization	Ú] àã àä
Leadership	Úd~ &c !^

Step 2: Activity-Based Values

Review the checkmarks from the top six to eight activity-based values you selected on the previous page in the Activity-Based Values column below. Your values will most likely correspond to two or three Value Groups in the middle column. If your top values fall into more than three Value Groups, decide which three Value Groups best describe your strongest values. Then in the right column write a personal definition for each checked Activity-Based Value and identify an experience in which these values were met.

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

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Step 3: Worklife and Environment Values

For each of the top six to eight Worklife and Environment Values that you checked in Step 1, in the right column provide a definition followed by an experience in which this value was met.

Top Worklife and Environment Values	Personal Definition and Experience