



## Work Values

Just like skills and interests, knowing your work values will help you find the career that is right for you. A value is something that is of great importance to you. When the work you are doing matches your values, you're more likely to be satisfied and happy in your job.

In this activity you will rank 20 statements about your work preferences. Based on your answers, you will be able to see which work values are more important to you.

**STEP 1:** Take the CareerOneStop [Work Values Matcher online](#).

You can also find a link to the CareerOneStop work values matcher in the Assess Yourself section of the workbook:

[minnstate.edu/careerexploration/interactive](http://minnstate.edu/careerexploration/interactive).

**STEP 2:** Record your score for each of the six work value listed below:

ACHIEVEMENT:	<input type="text"/>	RECOGNITION:	<input type="text"/>	SUPPORT:	<input type="text"/>
INDEPENDENCE:	<input type="text"/>	RELATIONSHIPS:	<input type="text"/>	WORKING CONDITIONS:	<input type="text"/>

**STEP 3:** Read the definition for the work values that are most important to you.

**Achievement** - If this is your highest work value, look for jobs that let you:

- use your best abilities.
- see the results of your efforts.
- get a feeling of accomplishment.

**Independence** - If this is your highest work value, look for jobs where you:

- are able to do things on your own initiative.
- can make decisions on your own.

**Recognition** - If this is your highest work value, explore jobs with:

- good possibilities for advancement.
- prestige.
- the potential for leadership.

**Relationships** - If this is your highest work value, look for jobs where:

- your co-workers are friendly.
- you will be of service to others.
- you do not have to do anything that goes against your sense of right and wrong.

**Support** - If this is your highest work value, explore work at companies that:

- stands behind their workers.
- have workers who are comfortable with management's style of supervision.
- have a reputation for competent, considerate, and fair management.

**Working Conditions** - If this is your highest work value, consider:

- pay, job security, and good working conditions.
- work that suits your work style. Some people like to be busy all the time, or work alone, or have many different things to do.

SOURCES: CAREERONESTOP.ORG AND  
[O\\*NET RESOURCE CENTER](#)

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OR CAREER COUNSELOR.

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