

Personal Values Exercise: Research has shown being in touch with your personal values contributes significantly to your motivation. It is very difficult to stay motivated for a job that is either contrary to, or not an expression of one's values. **In fact, clarity of one's values has been shown to be more significant in determining organizational commitment than clarity of organizational values.**

Read each value and place it under the heading that fits best. Remember that not all values are equally important. If everything is important, then nothing is important. You may only place as many values in each category as indicated. Once you have distributed the values under each heading, you may also place in a priority order (time pending)

Share with others your Top 5 (Always Valued) and why they are more important to you than other values

Always Valued (5)	Often Valued (8)	Sometimes Valued (13)	Seldom Valued (8)	Never Valued (5)
X				X
X				X
X				X
X	X		X	X
X	X		X	X
X	X		X	X
X	X		X	X
X	X		X	X

Personal Values List

Advancement – Be able to get ahead rapidly, gaining opportunities for growth and seniority from work well done

Adventure – Have work duties which involve frequent risk taking

Aesthetics – Be involved in studying or appreciating the beauty of things, ideas, etc.

Affiliation – Be recognized as a member of a particular organization

Artistic Creativity – Engage in creative work in any of several art forms

Change & Variety - Have work responsibilities frequently change in content and setting

Community – Live in a place where I can meet my neighbors and become active in local politics or service projects

Competition – Engage in activities which pit my abilities against others

Creative Expression – Be able to express in writing and in person my ideas concerning my job and how I might improve it. Have opportunities for experimentation and innovation

Creativity (General) – Create new ideas, programs, organized structures or anything else not following format developed by others

Exercise Competence – Demonstrate a high degree of proficiency in job skills and knowledge; show above average effectiveness

Excitement – Experience a high degree of stimulation or frequent novelty and drama on the job

Fast Pace – Work in circumstances where there is high pace activity and work done rapidly

Friendship – Develop close personal relationships with people as the result of work activity

Help Others – Be involved in helping other people directly, either individually or in groups

Help Society – Do something to contribute to betterment of the world

High Earnings Anticipated – Be able to purchase essentials and luxuries I wish

Independence- Be able to determine the nature of work without significant direction from others. Not to have to follow instructions or conform to regulations

Influence People – Be in a position to change attitudes or opinions of others

Intellectual Status – Be regarded as very well informed & a strong theorist. Acknowledged as an expert in the field

Job Tranquility - Avoid Pressure & The Rat Race in a job role and work setting

Knowledge – Engage myself in the pursuit of knowledge, truth, and understanding

Location – Find a place to live (town or area) conducive to my lifestyle, a desirable home base for my leisure, learning & work life

Make Decisions – Have the power to decide the courses of action, policies, etc. a judgement job

Moral Fulfillment – Feel that my work is contributing to ideals that I feel are important

Physical Challenge – Have a job that requires bodily strength, speed, or agility

Power & Authority – Control the work activities or (partially) the destinies of others

Precision Work – Deal with tasks that have exact specifications, which require careful, accurate attention to detail

Public Contact – Have a lot of day to day contact with people

Security – Be assured of keeping my job and a reasonable financial award

Stability – Have a work routine and job duties that are largely predictable and not likely to change over a long period of time

Status – Impress or gain the respect of friends, family, or community by the nature and/or level of responsibility of my work

Supervision – Have a job in which I am directly responsible for the work done by others

Time Freedom – Have responsibilities I can work at according to my own time schedule. No specific working hours requirements

Wealth Accumulation – Have a strong likelihood of accumulating large amounts of money or other material gain, through ownership, profit sharing, commissions, merit pay increase and the like

Work Alone – Do projects by myself without any amount of contact with others

Work on the Leading Edge of Knowledge – Work in research and development, generating information and new ideas in academic, scientific, or business communities

Work Relationships – Have close working relationships with groups; work as a team to common goals

Work Under Pressure – Work in time pressured circumstances, where there is little or no margin for error, or with demanding personal relationships