

Work Values

What Matters to You in a Job?



Six Values

- Achievement
- Independence
- Recognition
- Relationships
- Support
- Working Conditions



Definitions

- Global aspects of work that are important to a person's satisfaction.
- **Achievement** — Occupations that satisfy this work value are results oriented and allow employees to use their strongest abilities, giving them a feeling of accomplishment. Corresponding needs are Ability Utilization and Achievement.



Definitions

- **Independence** — Occupations that satisfy this work value allow employees to work on their own and make decisions. Corresponding needs are Creativity, Responsibility and Autonomy.



Definitions

- **Recognition** — Occupations that satisfy this work value offer advancement, potential for leadership, and are often considered prestigious. Corresponding needs are Advancement, Authority, Recognition and Social Status.



Definitions

- **Relationships** — Occupations that satisfy this work value allow employees to provide service to others and work with co-workers in a friendly non-competitive environment. Corresponding needs are Co-workers, Moral Values and Social Service.



Definitions

- **Support** — Occupations that satisfy this work value offer supportive management that stands behind employees. Corresponding needs are Company Policies, Supervision: Human Relations and Supervision: Technical.



Definitions

- Working Conditions — Occupations that satisfy this work value offer job security and good working conditions. Corresponding needs are Activity, Compensation, Independence, Security, Variety and Working Conditions.



Arrange These in *Your* Order

- Achievement
- Independence
- Recognition
- Relationships
- Support
- Working Conditions



Match Your Values With Occupations

- <https://www.onetonline.org/explore/workvalues/Achievement/>
- Search using your top three choices
- Find matching occupations such as Customer Services Representative, Engineer, Receptionist
- This material is part of O*net Online



Try the CLAMS assessment

- Put these in order of importance to you when finding an occupation
- When you consider job opportunities, evaluate them based on your top three choices
- Challenging work
- Location of workplace
- Achievement/advancement
- Money (pay & benefits)
- Security (will the job be ongoing)
- Team/leadership – people you respect
- Schedule & shift



Work Importance Locator

- <https://www.utahfutures.org/assessments/work-importance-traditional>
- Answer 20 questions about your habits

