

# Work Values



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# What are work values?

Work values are the subset of beliefs and ideas relating to your occupation or job. These core principles are an important part of who you are. For instance, some people prioritize work achievements while others seek first a healthy work-life balance. It's important to identify the work values that you cherish most before you decide on a career or accept a job offer. Identifying work values early in the career planning process guarantees you future job satisfaction.

## Find a company with a good fit for your values

Employees typically have their own set of core values, and so do organizations. For example, some companies highly value transparency, while others seek teamwork and communication. In fact, not all businesses uphold the same values nor agree on the same definition. For instance, the definition of meaningful work could change depending on the company.

Knowing your values will help you find companies that have the same values as you do. In turn, this can help you apply for the right job opportunities and avoid the ones that don't fit with your values. When you find a job within a company that values the same things you do, you have a higher likelihood of being successful at this job and getting promoted.

## How to identify your work values?

1. List five work values that are important to you (examples of work values are listed on the opposite page).
2. Group them into two groups: "Must have" and "Good to have."
3. Read through your "must have" group and explain what they mean to you.
4. Check that the job you aim for aligns with your values.

# Examples of Work Values

**Achievement:** Accomplishing results.

**Independence:** Making decisions on your own.

**Recognition:** Receiving credit for achievements.

**Relationships:** Working with others.

**Support:** Having a support system at work.

**Working Conditions:** Having a work environment that is right for you.

**Autonomy:** Making decisions without being controlled.

**Helping Others:** Being able to help other people.

**Prestige:** Having societal status.

**Job Security:** Being able to sustain the job.

**Collaboration:** Working jointly with others.

**Helping Society:** Contributing to the betterment of the world.

**Compensation:** Receiving adequate pay.

**Utilizing Your Skills and Background:** Using your education and work experience in the job.

**Leadership:** Supervising and influencing others.

**Creativity:** Being able to create ideas and things.

**Variety:** Doing different activities.

**Challenge:** Performing tasks that are difficult or new to you.

**Leisure:** Having adequate time away from work.

**Artistic Expression:** Expressing your artistic talent.

**Influence:** Having the capacity of making an impact on other people's ideas and work.