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| --- | --- |
| Very important | Important |
| Not important | **ETHICAL**  Expressing own ethical code or religious beliefs |
| **AUTHORITY**  Having influence or power over others | **A WELL KNOWN ORGANISATION**  Being part of an important or respected organisation |
| **BEING EXPERT**  Being known as someone with a specialist knowledge to a very high level | **CHALLENGE**  Being stretched, given new problems to work on |
| **COMMUNICATION**  Being able to express ideas well in writing or in speech | **COMMUNITY**  Live in a place where you can get involved in the community |
| **COMPETITION**  Competing against other people or groups | **CONTACT WITH PEOPLE**  Having a lot of contact with others |
| **CREATIVITY**  Being original, developing new ideas, innovating | **EXCITEMENT**  Having daily stimulus, excitement, pressure, thrills |
| **FAST PACE**  Working rapidly at a fast pace | **FRIENDSHIP/SOCIAL**  Having friendships with those at work. |
| **HELP SOCIETY**  Work is producing something worthwhile for society | **HELPING OTHERS**  Helping other people either individually or in groups |
| **INDEPENDENCE**  Working in the way you want without others telling you what to do | **LEARNING**  Opportunities to learn new things |
| **MAKING DECISIONS**  Deciding how things should be done | **MONEY**  Large remuneration packages (salary & benefits) |
| **PEACE**  Few pressures or uncomfortable demands | **PERSUADING PEOPLE**  Persuading or influencing people to do something or change their minds about something |
| **PHYSICAL CHALLENGE**  Doing something that is physically challenging | **LOCATION**  Working in the right country (part of country) for you |
| **PRECISE WORK**  Work requiring great care and concentration | **PRESSURE**  Working to deadlines |
| **PROMOTION**  Getting promotion, upward career progression | **RECOGNITION**  People appreciate the work you do |
| **RISK**  Taking risks at work | **ROUTINE**  Fairly predictable work routine |
| **SECURITY**  Concern for long term job security and pension | **STATUS**  Being in a position which leads others to respect you |
| **SUPERVISION**  Being responsible for the work of others | **TIME FLEXIBILITY**  Not having rigid working hours |
| **VARIETY**  Change & diversity in tasks, people or places | **WORK ALONE**  Working on your own |
| **WORK WITH OTHERS**  Working in a team with others | **GENERALIST**  Having a broad, wide ranging knowledge |
| **RESEARCH**  Opportunity to continue academic study & research | **LIFE BALANCE**  Work that does not interfere negatively with interests/social or family life |
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Alternative format values exercise

**Effect of values on career choice**

As well as considering what you are good at and what you enjoy doing, it is just as important to clarify what you want out of work. We are all motivated by our needs and values and these will vary widely from person to person. Values do change over time, as a result of life experiences and according to how well your needs are being met. Some values may be addressed outside of work.

Values relate to the purpose or cause for which you prefer to use your talents. People with similar skills may, because of differing values, wish to employ them for varying purposes. You could put good social skills to use in patient contact, selling, social work, industrial relations advertising or teaching

Conversely, people with similar values but differing abilities may contribute in different ways to an objective yet all feel fulfilled. In furthering the aims of a particular organisation (be it Astrazeneca or the NHS) one person may use communication skills, whilst another contributes information technology ability

To make a good career choice, you ideally need to be clear about and incorporate your values, along with other factors.

Rate **1 = Not Important 2 = Important 3 = Very Important**

Consider whether this importance is positive (you want authority) or negative (you want to avoid having authority)

**Description**   **Value My Rating**

* Making my own decisions, independence of action **Autonomy**

* Change & diversity in tasks, people or places **Variety**
* Opportunity to continue academic study & research **Research**

* Making pleasant, friendly contacts with others **Social**
* Having large income, expensive possessions **Economic**

* Expressing own ethical code or religious beliefs **Ethical**
* Developing a specialist knowledge to a very high level **Expertise**

* Being part of an important or respected organisation **Status**
* Having daily stimulus, excitement, pressure, thrills **Excitement**
* Having influence or power over others **Authority**

**Value My Rating**

* Having a broad, wide ranging knowledge **Generalist**
* Getting promotion, upward career progression **Advancement**
* Helping or caring for others **Altruism**
* Concern for long term job security and pension **Security**
* Being original, developing new ideas, innovating **Creativity**
* Using practical skills eg being manually dexterous **Dexterity**
* Taking chances or risks **Risk**
* Work that does not interfere with interests/social life **Life balance**

**Circle** the values you have rated as ***very important*** and **underline** those you have rated as ***important.***

*Exercise used with the permission of The Open University*

To make a good career choice you need to incorporate your values along with other factors.

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| --- |
| **Write down your thoughts on the above exercise.**  Does it clarify which aspects of your career will be most important to you?  Which of them, if any, would you be prepared to compromise on? |