



**Career Values Scale Report  
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## About this report

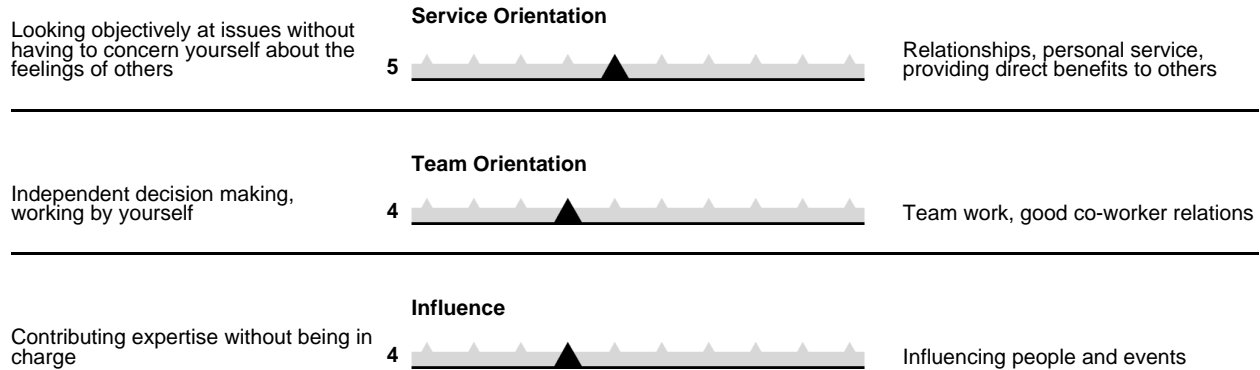
This report provides a summary of your responses to the Career Values Scale (CVS). The CVS describes key features of your personal value system as it applies to careers and work. The Career Values Map is designed to provide you with information and advice that is useful for exploring career and work life. When looking at your career or work it is important to think about your values. Career values are aspects of the work world that are important to you. As such they are good indicator of what you will find satisfying and rewarding. Knowing what your career values are will help you decide what kind of job or career you might like to explore or what kind of work environment you might enjoy.

Inside this report are descriptions of ten career values: Service Orientation, Teamwork, Influence, Creativity, Independence, Excitement, Personal Development, Financial Rewards, Prestige and Security. Your report contains descriptions of what is important to you, what your main sources of satisfaction and dissatisfaction are, and suggestions for working with this knowledge.

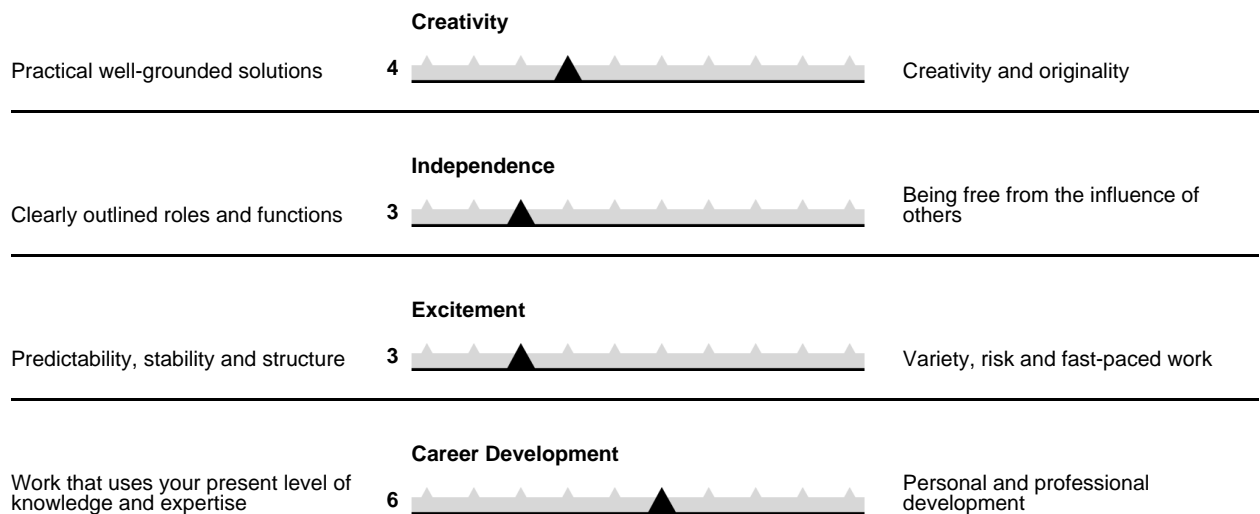
It will be valuable for you to look at your career values and to identify those that are present or missing in your current career. While this report does provide you with in-depth information, it is important to recognize the no one scale can tell you which career path to follow. Planning your career and future should take into account information about you that this report does not provide, such as your abilities, education, skills, previous work and leisure experiences, and your family situation. To benefit fully from this report, consider discussing this information with people who know you well, or a trained career professional.

On the next page you will find a graphical representation of your career values. The statements to the left and right provide a description of the kind values that are likely to be held by you. The triangle indicates where on the scale your score is. If the triangle is closer to the left, then the left-hand description is more likely to apply to you. If the triangle is closer to the right, then the right-hand statement is more likely to be descriptive of you. If you are in the middle then you are likely to value aspects of both.

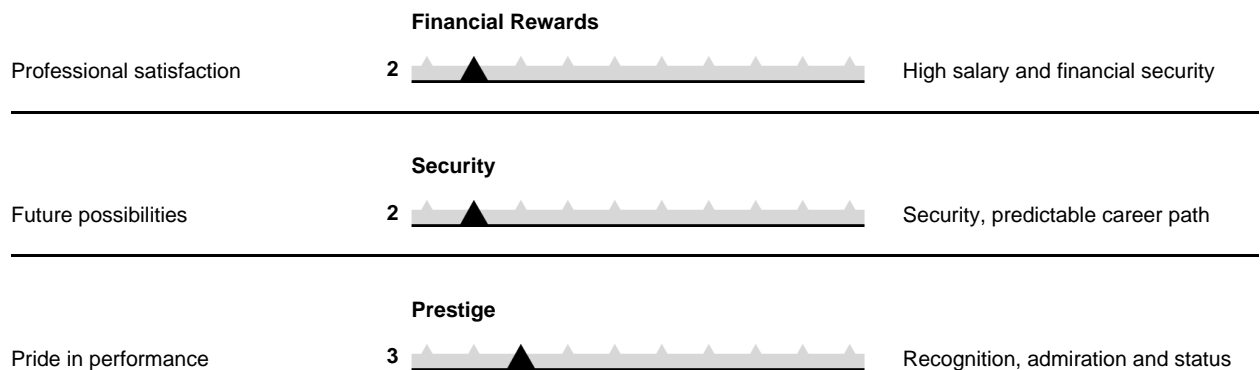
## Working with Others



## Self-Expression



## Extrinsic Rewards



## Working with Others

Every career involves some interaction with people. Your personal values strongly impact both the type and quality of interaction you prefer to have with others. Some individuals prefer an environment that is outgoing and warm, while others prefer a more formal and independent workplace. Knowing your values is important because it influences the types of personal interactions that you will find satisfying.

### Service Orientation



You will probably enjoy work that allows you to provide direct benefits to others, but which allows you to have time to work on tasks with few interpersonal requirements. When required to constantly deal with people issues you may become tired and dissatisfied. Similarly, you will likely to be dissatisfied if you do not see a connection between what you are doing and how it affects others. You will probably enjoy occupations that allow you to take people's concerns into consideration but not have to deal with them on an ongoing basis.

*Sources of Satisfaction:* Tasks that allow you work objectively but which you know have a positive effect on others

*Sources of Dissatisfaction:* Spending all of your time on direct customer service

### Team Orientation



You will be comfortable working in an environment that has a balance of team and independent work. You will feel satisfied where you have the opportunity to work closely with others and to have the opportunity to pursue your own goals. It is likely that you would feel dissatisfied in organizations where you are forced to work independently all of the time. At the same time you are likely to dislike spending all of your time working in groups, teams and committees. For some activities you will prefer working collaboratively for others you would rather work alone.

*Sources of Satisfaction:* A balanced mix of teamwork and independent work

*Sources of Dissatisfaction:* Having to work alone all of the time, having to work in groups all of the time

## Influence

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You will be most comfortable in environments where you can take a leadership role in situations that deal with your area of expertise. You are likely to enjoy switching between being a leader or follower depending on the task. You will not enjoy situations where you always have the sole responsibility. Nor will you be completely satisfied where you always have the subordinate role. You will be happy to take charge when you feel it is warranted but you are equally comfortable letting others be the leaders.

*Sources of Satisfaction:* The opportunity to be in a leadership role where the tasks deal with your area of expertise

*Sources of Dissatisfaction:* High levels of responsibility in areas where you feel you are not expert

## Self-Expression

Each individual approaches work in a unique way. Differences in self-expression can be attributed to how you value creativity, independence, excitement and personal development. Your values in these areas will influence both the types of tasks and work environments that you will find enjoyable and satisfying.

### Creativity



You enjoy focusing on practical, straightforward solutions and will feel satisfied in occupations where creativity is not a strong requirement. However, you are likely to enjoy the occasional creative challenge. People with values similar to yours enjoy solving problems and like solutions that are both practical and new. You are likely to feel dissatisfied in occupations that expect you to be too unconventional. Jobs where you have to spend all of your time on practical day-to-day activities will be equally frustrating. A balance of creative and practical activities will be preferable to you.

*Sources of Satisfaction:* A balance of creative and practical activities

*Sources of Dissatisfaction:* Too much emphasis on either unconventional innovation or practical activities

### Independence



You will be most at ease in environments where you can work closely with others and where decisions are reached through consensus. Since you value accommodation more than self-determination you are likely to be most satisfied where others help determine the pace and content of your work. Careers that involve highly independent decision-making will likely be uncomfortable for you. You will prefer to work where there are clear rules and regulations and where you can receive support and guidance from others.

*Sources of Satisfaction:* Working with others, good supervision, clearly outlined roles and functions

*Sources of Dissatisfaction:* Working alone, poor supervision, few rules and regulations

## Excitement



You are likely to be satisfied in environments where there is stability and structure. Jobs defined by clear methods will probably be attractive to you. You will not enjoy working in an organization where there is a great deal of change and where you are expected to be changing roles frequently. You enjoy established ways of working. You are most comfortable in occupations where most of your responsibilities are well defined and rarely change.

*Sources of Satisfaction:* Predictable, stable, and structured work

*Sources of Dissatisfaction:* A great deal of variety, change or risk

## Career development



You will enjoy working in an environment that offers you some opportunity to develop work related skills. You will not be particularly interested in constantly upgrading your skills and will be quite satisfied in positions where you can work without too much learning or upgrading. Learning for learning's sake is not particularly motivating. However, you will probably enjoy the opportunity to increase your skills and knowledge when you see a direct link to your job.

*Sources of Satisfaction:* Professional development linked directly to your job

*Sources of Dissatisfaction:* Development activities not seen as relevant

## Extrinsic Rewards

This section looks at the things that motivate you. It examines how you value financial rewards, job security and prestige. Recognizing what motivates you is an important step in identifying ideal occupations and making career exploration and analysis easier.

### Financial Rewards

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You place a relatively low value on financial rewards and incentives. You will probably be most satisfied in an organization that provides you with professional satisfaction. You will judge the value of what you do by how much pride you feel rather than by how much money you make. Money is not your prime motivator. You are likely to be willing to take a less well-paid job if you can be assured of learning new skills or using your professional expertise.

*Sources of Satisfaction:* Professional pride

*Sources of Dissatisfaction:* Work where concerns with money come first

### Security

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You place a great deal of value on future possibilities and you are not overly concerned about job security. You are likely to become bored and dissatisfied where everything is predictable and routine. Since you do not particularly value working in an organization that is predictable and stable, you will be comfortable with change and rarely find it stressful. Your adaptability allows you to be effective in work settings where frequent change is the norm. You are likely to be satisfied with a career path where you change organizations and roles frequently

*Sources of Satisfaction:* Future possibilities

*Sources of Dissatisfaction:* A predictable and structured career path



## Prestige

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You judge the value of what you do by how good a job you have done rather than the acknowledgement you receive. As such you will be most satisfied working in an organization which values commitment rather than individual recognition. You will likely dislike working in occupations where you are always in the limelight or where others are always seeking recognition. You are unlikely to obtain much satisfaction from personal status or from status symbols. You are likely to enjoy positions that give you a sense of pride based on your performance rather than on the prestige of your occupation.

*Sources of Satisfaction:* Knowing for yourself that you have done a good job

*Sources of Dissatisfaction:* Being the center of attention

## Sources of Satisfaction

### **When working with others your main sources of satisfaction are likely to be:**

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Tasks that allow you work objectively but which you know have a positive effect on others

A balanced mix of teamwork and independent work

The opportunity to be in a leadership role where the tasks deal with your area of expertise

### **In the area of self-expression your main source of satisfaction is likely to be:**

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A balance of creative and practical activities

Working with others, good supervision, clearly outlined roles and functions

Predictable, stable, and structured work

Professional development linked directly to your job

### **Your main sources of satisfaction in the area of extrinsic rewards are:**

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Professional pride

Future possibilities

Knowing for yourself that you have done a good job

## Sources of Dissatisfaction

### **When working with others your main sources of dissatisfaction are likely to be:**

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Spending all of your time on direct customer service

Having to work alone all of the time, having to work in groups all of the time

High levels of responsibility in areas where you feel you are not expert

### **In the area of self-expression your main source of dissatisfaction is likely to be:**

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Too much emphasis on either unconventional innovation or routine activities

Working alone, poor supervision, few rules and regulations

A great deal of variety, change or risk

Development activities not seen as relevant

### **Main sources of dissatisfaction in Extrinsic Rewards are:**

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Work where concerns with money come first

A predictable and structured career path

Being the center of attention

## Working with your career values

Putting together a comprehensive career plan with specific goals is one of the most important steps in managing your career successfully. Examining your values will help you determine what your priorities are in your current situation and help you plan for the future. "What is important to you?" is the fundamental question in the career planning process.

First, read through your report a number of times. Pay close attention to what it says about you and highlight the statements you believe describe you best. Second, underline the statements that surprise you.

Having read about your values it will be helpful to complete the following exercises and think about the following questions. This will give you a clearer picture of what is really important to you.

### Deciding on your core career values

Choose four or five career values that you feel are essential for you to be satisfied in your career. If you feel you cannot do without a value, it is likely to be a core career value. Your career satisfaction is likely to depend on these values being fulfilled. Write the names of these values below.

#### My Core Career Values

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This exercise should be carried out periodically. Come back to this report in 6 months, re-read the values and complete this exercise again. Did anything change? What changed? Why did they change? What impact have these changes had on your career?

## Your current career situation

In this exercise you will look at the satisfiers and dissatisfiers associated with each value. Your task is to look at each pair below and decide which best represents your present situation. Circle the *S* or the *D* when you have decided. Please do this for all values.

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**Service Orientation** - Which of the following best describes your current career situation?

*S* - Working objectively on task which have a positive effect on others

*D* - Spending all of your time on direct customer service

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**Team Orientation** - Which of the following best describes your current career situation?

*S* - A balanced mix of teamwork and independent work

*D* - Having to work alone all of the time or having to work in groups all of the time

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**Influence** - Which of the following best describes your current career situation?

*S* - Having a leadership role where the tasks deal with your area of expertise

*D* - Having high levels of responsibility in areas where you feel you are not expert

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**Creativity** - Which of the following best describes your current career situation?

*S* - A balance of creative and practical activities

*D* - Too much emphasis on either unconventional innovation or routine activities

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**Independence** - Which of the following best describes your current career situation?

*S* - Good supervision, clearly outlined roles and functions

*D* - Working alone, poor supervision not enough rules and regulations

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**Excitement** - Which of the following best describes your current career situation?

*S* - Predictable, stable, and structured work

*D* - A great deal of variety, change or risk

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**Career Development** - Which of the following best describes your current career situation?

*S* - A balance of new activities and consistent routines

*D* - Too much routine or too much change and risk

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**Financial Rewards** - Which of the following best describes your current career situation?

S - Lots of professional pride

D - Work where concerns with money come first

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**Security** - Which of the following best describes your current career situation?

S - Future possibilities

D - A predictable and structured career path

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**Prestige** - Which of the following best describes your current career situation?

S - Knowing for yourself that you have done a good job

D - Being the center of attention

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Now that you have decided on which of the above pairs best represent your current situation, please do the following.

*Count the number of Ss and write it below.*

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*Count the number of Ds and write it below.*

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*If you have more Ss than Ds* you are likely to be having a positive career experience. Check to see that the Core Values listed on the previous page are Ss. If any of them are Ds then you may still experience some frustration in relation to them. Ask yourself the following questions.

*If you have more Ds than Ss* then you are likely to be feeling somewhat dissatisfied in your current career situation. This will be especially true if you have a large number of core values classified as D. Ask yourself the following questions.

- Is the career that you have compatible with the values that you hold?
- What are the barriers to satisfaction?
- What is the probability of you having the opportunity to satisfy missing values in your present situation?
- What goals do you have in relation to your missing values?

## Conclusion

You can't expect to have all of your values met in your career. One of the secrets of effective career management is finding other ways to fulfill your values which are not being met in your career. Many values can be satisfied in other areas, such as volunteer work, recreational pursuits and participation in groups or clubs.

Create a list of areas to address that will help you improve your work and personal life. Carefully examine your current environment and set some realistic goals for achieving satisfaction. Then consider your future goals and outline adjustments you could make that would enable you to reach them.

While the Career Values Scale outlines a number of areas that can impact your satisfaction and success in life, it is important to recognize that many other variables can also play an important role. The Career Values Scale addresses what you find important in your career, but it does not provide information on your skills, abilities, personality, interests, work experience and specialized training. These also need to be reviewed when determining what you need to acquire to achieve what you desire.