

## Core Values, Career-Related Values and Work Environments

A ‘value’ is something that a person gives worth or merit to – a belief, an ideal, a standard. When it comes to making an important decision, values are really the basis in that decision making process. Having a clear sense of your values or beliefs is one of the best ways of knowing whether you will enjoy a career or not.

First let’s talk about core values: Core values may serve as guiding principles in our lives. Our values are reflected in all areas of our life –family, education, friends, religion, political stance and, certainly, career choice. The following is a list of ‘personal or core values’ which you may want to consider:

Honesty	Personal growth	Equality	Harmony	Freedom
Happiness	Self-respect	Integrity	Success	Security
Love	Wisdom	Peace	Courage	Friendship
Relationship with a higher being	Universal opportunity	Spiritual strength	Independence	Helpfulness
Inner peace	Beauty	Respect for others	Ambition	

Career Related Values: The following ‘Values Scale,’ developed by Donald Super and Dorothy Neville, measures 21 values that individuals may seek or hope to find in their careers:

Ability Utilization	Physical Activity	Risk	Personal Development	Variety
Prestige	Achievement	Advancement	Economic Security	Authority
Power	Integrity	Relevance	Cultural Identity	Working Conditions
Social Interaction	Aesthetics	Life Style	Creativity	Economic Rewards
Social Relations	Altruism			

**Work Environments:** Consider which of these work environments are desirable to you – which are crucial to your job/life satisfaction?

**Geographic location:**

- Metropolitan area, suburban area, small town, rural environment?
- In which area of the country would you prefer to live?
- International location?

**Work setting:**

- Large, medium, or small organization/corporation
- For-profit or non-profit organization
- Government organization
- At home
- Extensive travel
- Varied locations because of travel
- Indoors or outdoors
- Office décor/physical work environment

**Cultural environment:**

- Flexible and casual
- Structured
- A work environment where diversity is valued
- Personal growth and development program

**Work schedule:** Full time, part time, flex time, 8 – 5, Monday – Friday only, evening and weekends, seasonal, over-time expectations, academic schedule, job sharing.

**Benefits:**

- Number of vacation days annually
- Paid vacations/holidays/sick leave
- Health Insurance
- Retirement/ savings plans
- Tuition reimbursement plan
- Leave without pay
- Profit sharing
- Compensation: Annual salary or commission

Information adapted from:

Zunker, Vernon G. (2012) *Career Counseling: A holistic approach* (8<sup>th</sup> ed.). Belmont, CA: Brooks/Cole Cengage Learning.

Regis University (n.d.). Career Decision Making. Retrieved from <http://www.regis.edu/About-Regis-University/University-Offices-and-Services/Career-Services/Student-and-Alumni/Career-Decision-Making.aspx>

When your values are clear, you are likely to be happy in your jobs; therefore it is important to give significant consideration to the above lists of personal, career-related and work environment values. Think about what the values *mean to you* and how they fit or don't fit the careers *you* are exploring.