The statements below represent values which people consider important in their work. These are satisfactions which people often seek in their jobs or as a result of their jobs. They are not all considered equally important. Some are very important to some people but are of little importance to others. Read each statement carefully and indicate how important it is for you by circling the corresponding number.

5 = Very Important
4 = Important
3 = Moderately Important
2 = Of Little Importance
1 = Unimportant

WORK IN WHICH YOU…

1. Have to keep solving new problems
2. Help others
3. Can get a raise
4. Look forward to changes in your job
5. Have freedom in your own area
6. Gain prestige in your field
7. Need to have artistic ability
8. Are one of the gang
9. Know your job will last
10. Can be the kind of person you would like to be
11. Have a boss who gives you a square deal
12. Like the setting in which your job is done
13. Feel that you've done a hard day's work
14. Have authority over others
15. Try out new ideas and suggestions
16. Create something new
17. Know by the results when you've done a good job
18. Have a boss who is reasonable
19. Are sure of always having a job
20. Add beauty to the world
21. Make your own decisions
22. Have pay increases that keep up with the cost of living
23. Are challenged mentally
24. Use leadership abilities

Adapted from Donald Super, Ph.D. - Spring 2006

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Work in which you…

25. Have adequate lounge, toilet, and other facilities  
   5  4  3  2  1

26. Have a way of life, while not on the job, that you like  
   5  4  3  2  1

27. Form friendships with your fellow employees  
   5  4  3  2  1

28. Know that others consider your work important  
   5  4  3  2  1

29. Do not do the same thing all the time  
   5  4  3  2  1

30. Feel that you have helped another person  
   5  4  3  2  1

31. Add to the well-being of other people  
   5  4  3  2  1

32. Do many different things  
   5  4  3  2  1

33. Are looked up to by others  
   5  4  3  2  1

34. Have good contacts with fellow workers  
   5  4  3  2  1

35. Lead the kind of life you most enjoy  
   5  4  3  2  1

36. Have a good place in which to work  
   (Good lighting, quiet, clean, spacious, etc.)  
   5  4  3  2  1

37. Plan and organize the work of others  
   5  4  3  2  1

38. Need to be mentally alert  
   5  4  3  2  1

39. Are paid enough to live right  
   5  4  3  2  1

40. Are your own boss  
   5  4  3  2  1

41. Make attractive products  
   5  4  3  2  1

42. Are sure of another job in the company if your  
   present job ends  
   5  4  3  2  1

43. Have a considerate supervisor  
   5  4  3  2  1

44. See the results of your efforts  
   5  4  3  2  1

45. Contribute new ideas  
   5  4  3  2  1

Check to make sure that you have rated every statement.
**WORK VALUES INVENTORY - SELF-SCORING WORKSHEET**

Next to each item number, record the rating you circled on the Work Values Inventory. Then record the total of the three items for each category. Finally, list your top three work values (those that received the three highest ratings) from highest to lowest. Do the same with your bottom three work values.

<table>
<thead>
<tr>
<th>Categories</th>
<th>Items</th>
<th>Total</th>
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<tbody>
<tr>
<td>Creativity</td>
<td>15, 16, 45</td>
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<tr>
<td>Management</td>
<td>14, 24, 37</td>
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<tr>
<td>Achievement</td>
<td>13, 17, 44</td>
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<tr>
<td>Surroundings</td>
<td>12, 25, 36</td>
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<tr>
<td>Supervisory Relations</td>
<td>11, 18, 43</td>
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<tr>
<td>Way of Life</td>
<td>10, 26, 35</td>
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<tr>
<td>Security</td>
<td>9, 19, 42</td>
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<tr>
<td>Associates</td>
<td>8, 27, 34</td>
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<tr>
<td>Aesthetics</td>
<td>7, 20, 41</td>
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<td>Prestige</td>
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<td>Variety</td>
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<td>Economic Return</td>
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<td>Altruism</td>
<td>2, 30, 31</td>
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<tr>
<td>Intellectual Stimulation</td>
<td>1, 23, 38</td>
<td></td>
</tr>
</tbody>
</table>

**TOP 3 WORK VALUES**

1. ____________________
2. ____________________
3. ____________________

**BOTTOM 3 WORK VALUES**

1. ____________________
2. ____________________
3. ____________________

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