

# Values Grid

Below and over the page are some of the common factors that people find are important to them when asked **why** they do their job. (There are spaces at the bottom to add anything not listed.)

- For the first column (“Free choice”) tick all the Values that are important to you or desirable.
- For the next column (“Half”) cut the number of Values you have chosen by half discarding those of lesser importance.
- For the final column choose only your “Top three” essential Values.

Free choice  
Half  
Top three

<b>Using your abilities</b>	Not feeling like you could do the job with one hand tied behind your back. Stretching yourself. Using your skills.			
<b>Accomplishment</b>	Feeling that you achieve something. You have clear goals. You can see a result for your efforts.			
<b>Being busy</b>	Not having stretches of time when you have nothing to do. You have a buzz of activity.			
<b>Being responsible</b>	Taking charge of your own work and the work of others. Being accountable.			
<b>Variety of task</b>	Every day is not the same because you do different things.			
<b>Variety of environment</b>	Every day is not the same because you are in different places.			
<b>Variety of contact</b>	Every day is not the same because you are interacting with different people.			
<b>Adventure</b>	You regularly take risks and have feelings of exhilaration or danger.			
<b>Fun</b>	You are able to be light-hearted. You don't have to be serious all the time.			
<b>Prestige environment</b>	The place where you work is held in high regard as a major player in the field.			
<b>Advancement</b>	There are opportunities to be promoted to higher positions.			
<b>Money</b>	You earn or have the potential to earn a larger than average salary. You have perks, such as a company car, etc.			
<b>Development</b>	There are opportunities to enhance, expand or develop your role and learn new things.			
<b>Recognition</b>	When you perform well, your efforts are acknowledged or rewarded by praise, promotion or money.			
<b>Authority</b>	You get to tell people what to do. You give direction to others.			
<b>Social status</b>	You feel proud when you tell people what you do for a living. People think your job is interesting or glamorous			
<b>Colleagues</b>	The people you work with are easy to get on with or interesting. There are opportunities for socialising with colleagues.			
<b>Helping individuals</b>	You are involved in providing aid and assistance to people directly.			
<b>Helping society</b>	You are doing something which contributes beneficially to society.			
<b>Caring</b>	You are involved in showing support, empathy and love to others.			
<b>Nurturing</b>	You are involved in helping other people to develop.			

*Continued overleaf...*

<b>Justifiable</b>	What you are doing fits in with your moral value system.			
<b>Fairness</b>	You and other workers are treated fairly by your employer. You have good conditions of employment.			
<b>Spirituality</b>	Your work allows you to express or explore your faith.			
<b>Management</b>	You have a good working relationship with your boss. Your manager's way of working fits in well with your own.			
<b>Training</b>	Structured opportunities for learning are provided and supported.			
<b>Creativity</b>	You get to generate new ideas or solutions to problems. You get to innovate and be original.			
<b>Decision making</b>	You get to make some of the choices that affect your work.			
<b>Autonomy</b>	You have some freedom to do things when you want and how you want.			
<b>Being expert</b>	You have the opportunity to gain and use an in-depth knowledge of a subject. You are sought for advice in this area.			
<b>Competition</b>	You get the opportunity to test your abilities against others.			
<b>Subject</b>	Your work is enjoyable because you have a strong interest in the subject matter you are dealing with.			
<b>Aesthetics</b>	You deal with ideas or things that are beautiful and require appreciation.			
<b>Quality</b>	You work in situations in which precision and attention to detail are important, or where there is little room for error.			
<b>Security</b>	You have security of employment. It is not likely that you will lose your job or have to find another job regularly.			
<b>Stress-free</b>	You do not have to work under high levels of stress. The pressure of work is not too high and there is little conflict.			
<b>Health</b>	Your work positively contributes to your physical and psychological wellbeing.			
<b>Stability</b>	Work routines and duties are largely predictable and not likely to be subject to sudden or unforeseen changes.			
<b>Hours</b>	You do not work more than average or irregular hours. Your job does not impinge on your family or social life. The patterns of work suit your lifestyle.			
<b>Resources</b>	You have the materials, equipment and money you need to do the job. You are not expected to produce great results without the right tools.			
<b>Workspace</b>	The place where you work is comfortable and suited to your working style and personal preferences.			
<b>Supportive</b>	The organisation you work for is open and tolerant. Your views are sought and respected during decision making.			
<b>Cooperation</b>	Your work requires operating as part of a team and interacting with others to achieve a goal.			