

SKILLWORKS VALUES SURVEY

Please circle the response that is important (YES) or not important (NO).

I WANT A JOB WHERE I CAN:

- | | | |
|------------------------------------------------------------------------------------------------|-----|----|
| 1. Have high levels of authority or leadership. | YES | NO |
| 2. Challenge my mind, curiosity and intellect. | YES | NO |
| 3. Contribute ideas or beauty to the world by creating artistic products. | YES | NO |
| 4. Have high levels of independence and control | YES | NO |
| 5. Learn new skills, develop expertise | YES | NO |
| 6. Contribute to improving education, health or the human condition | YES | NO |
| 7. Earn an excellent and benefits. | YES | NO |
| 8. Know exactly what I am going to do every day and what is expected | YES | NO |
| 9. Expect job security for many years to come. | YES | NO |
| 10. Attain prestige and status. | YES | NO |
| 11. Produce a tangible product or results that I can see, count, taste, or touch. | YES | NO |
| 12. Spend the day with people who share my vocational interests and work values. | YES | NO |
| 13. Have no rush hour traffic or difficulty commuting. | YES | NO |
| 14. See a clearly defined promotional path to advance in the organization | YES | NO |
| 15. Count on a predictable schedule knowing my hours or work shift Assignment well in advance. | YES | NO |

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The values above reflect two key ways of rewarding yourself in your job – externally or internally.

External rewards are those controlled by others and/or the structure of the job (money, job security, prestige/status). Questions 7, 8, 9,10,13,14 and 15 all relate to external reward factors. Count your **YES** answers to these questions and place the total on the line by **EXTERNAL** below.

Internal rewards relate to the meaning, personal engagement and value of the work itself. Questions 1,2, 3, 4, 5, 6, 11, and 12 relate to internal factor rewards. Count your **YES** answers to these questions and place the total on the **INTERNAL** line below.

Look at your score patterns. Which reward structure is more important to you? Are you seeking meaning and contribution through your work, or is a good paycheck with job security more important?

EXTERNAL _____

INTERNAL _____

Consider the pattern of your career so far as you answer the two following questions:

1) In my work life so far, I have been satisfied with my income, benefits and job security.

YES _____

NO _____

2) In my work life so far, I have been satisfied by the way my jobs have incorporated my key values, skills and interests.

YES _____

NO _____