

Activity 5: What are My Work Values?

Target Audience: Grades 9-12

Objective: The students will:

- Complete a work values inventory.
- Identify their top three work values.
- Connect their work values to compatible occupations.

ASCA Standard	National Career Development Goal	National Career Development Guidelines
Career Development Standard C: Students will understand the relationship between personal qualities, education, training and the world of work.	Personal/Social Goal 1: Develop understanding of yourself to build and maintain a positive self-concept.	PS1.K4: Identify your work values/needs. PS1.A4: Demonstrate behavior and decisions that reflect your work values/needs. PS1.R4: Assess how your work values/needs are reflected in your career goals.

Resources and Materials:

- Career One Stop – under Explore Careers - Self-Assessment- Choose Work values.
Go to: <https://www.careeronestop.org/ExploreCareers/Assessments/work-values.aspx>
- What are My Work Values? activity sheet
- **Career Outlook**, Occupational Section, pages 28-46
- Results from Activity 2 - Personality Plus (or Career Outlook – Discover Your Personality Type pages 8 and 9).
- Results from Activity 3 - Career Clusters Interest Survey (or **Career Outlook** - Career Cluster Interest Survey pages 6-7).

Leading Questions and/or Comments:

This is an informal approach to work values. It should be used as an introduction, not as a diagnostic tool. Discuss the meaning of work values with the students. Explain that the value will have a direct relationship to the type of work that you will find satisfying, the environment that is best for you, and the type of people with whom you will spend most of your waking hours. Knowing yourself will allow you to seek opportunities that will fulfill you most effectively and enable you to do your best.

Talk about the following:

- Do personal values and work values differ? If so, in what way?
- Explain that our values help us make decisions – in our personal lives and in the workplace. Values also help us to decide what kind of work we might like to do.

Activities:

Instruct students to do the following:

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- Have the students go to Career One Stop – under Explore Careers - Self-Assessment- Choose Work values. Go to: <https://www.careeronestop.org/ExploreCareers/Assessments/work-values.aspx> and read about values and choosing work that reflects your values for career satisfaction.
- Have the students take the [Work Values Matcher](#) to help them rank the 6 universal work values. The **Work Values Matcher** results creates a chart of work values from most important to least important and matches them to careers that use that align with their work values. Instruct the students to expand the top 2 or 3 values in the chart to learn more about that value.
- Have the students click on the “Learn more about...” at the bottom of each value to learn more.
- Then have students click on “See the list of careers that highlight the value of ...” Students can explore their list of matching careers (based on education). Have students list careers that interest them from these lists on their worksheet.
- Next, have students complete the ‘What are My Work Values?’ activity sheet by prioritizing the values listed in the order of most importance.

- Have students answer the question, “What does this say about what you prefer in your work life?” and “What are your top three work values?”
- Have students report their results from lesson 2 and 3.
- Considering your top three work values, identify three compatible occupations in the blanks provided.
- How can knowing your work values benefit you in a work environment?

Making Connections for Students:

Say to the students:

Now that you know what you value in your work environment, let’s review together how knowing this will help you find compatible occupations. Tell me about how knowing your work values can benefit you in a work environment.

Optional Activities:

Have students:

- Use **RUReady.ND.gov** to complete the Work Values Sorter and research careers with these work value characteristics.
- Research any occupations they may be interested in exploring further.