

## Your Employment Values

| Please check work values that were present in a past job and those that you want most in your next job.                     | I had this in my past job | I want this in my future job |
|---|---------------------------|------------------------------|
| <b>Achievement</b> - personal & professional feelings of accomplishment   |                           |                              |
| <b>Advancement</b> - opportunity to receive training and move up the ladder   |                           |                              |
| <b>Authority</b> - responsibility for leading a team and directing the work of others                                       |                           |                              |
| <b>Autonomy</b> - freedom to innovate and the opportunity to work independently   |                           |                              |
| <b>Benefits</b> – work in a company that provides good benefits for myself and my family                                    |                           |                              |
| <b>Challenge</b> - a job that demands the best use of your resources and abilities to meet new situations                   |                           |                              |
| <b>Comfort</b> - low pressure and few constraints   |                           |                              |
| <b>Conformity</b> - benefit from strong leadership and comfortable to let others set expectations and direction             |                           |                              |
| <b>Contribution</b> - opportunity to have a direct and visible impact on the success of the organization                    |                           |                              |
| <b>Cooperation</b> - work in a friendly, compatible environment   |                           |                              |
| <b>Creativity</b> - opportunity to innovate and deal with new problems in new ways, freedom to experiment                   |                           |                              |
| <b>Culture</b> – work within a corporate culture that feeds my spirit, motivates me, and to which I can make a commitment   |                           |                              |
| <b>Entrepreneurship</b> - motivation to be self-employed, develop a new service, start-up a new program                     |                           |                              |
| <b>Environment</b> - a workplace whose design and main values are compatible with your standards                            |                           |                              |
| <b>Fairness</b> – work within a company where employees are protected from bad management                                   |                           |                              |
| <b>Innovation</b> – a job that works in a cutting edge field like technology  |                           |                              |
| <b>Interaction</b> - frequent and open interpersonal contacts with others   |                           |                              |
| <b>Knowledge</b> - opportunity for mentorship, open dialog and new learning   |                           |                              |
| <b>Leadership</b> - be responsible for and direct the work of others, making decisions affecting others, and managing       |                           |                              |
| <b>Mobility</b> - opportunity to travel   |                           |                              |
| <b>Personal Time</b> - sufficient time for family life and outside pursuits   |                           |                              |
| <b>Prestige</b> - a job that gives status and respect   |                           |                              |
| <b>Responsibility</b> - to be held accountable for important tasks and recognized for follow-through                        |                           |                              |
| <b>Routine Activity</b> – comfortable with work that is uncomplicated and organized with the same tasks repeated frequently |                           |                              |
| <b>Salary</b> - being well paid for your work   |                           |                              |
| <b>Security</b> - a job that is not likely to be eliminated within a stable industry  |                           |                              |
| <b>Social Interest</b> - a job that helps people  |                           |                              |
| <b>Union</b> – have the opportunity to join a labour union  |                           |                              |
| <b>Variety</b> - work involving many different tasks  |                           |                              |