

VALUES assessment

Values are principles that we find worthwhile and meaningful that can guide what we do and how we act.

Look at the list of work and personal values below. Select the ten values that are most important to you. Then rank the ten values that you have selected in order of priority using the ranking sheet provided.

SELECT your top ten values

Write checkmarks next to the ten values that are most meaningful to you. You may add others to the list and include them in your selection if you wish.

Accountability	Excellence
Achievement	Fame
Advancement	Family
Adventure	Fast pace
Authority	Financial reward
Caring	Fitness
Caring for the environment	Freedom
Challenge	Friendship
Collaboration	Health
Community	Helping others
Competence	Helping society
Competition	Honesty
Creativity	Independence
Customer orientation	Inner harmony
Decisiveness	Integrity
Efficiency	Intelligence
Equality	Involvement
Ethics	Knowledge
Leadership	Religion
Love	Reputation
Loyalty	Responsibility
Meaning	Security
Money	Self-confidence
Openness	Service

	Peace of mind		Slow pace
	Personal development		Stability
	Power		Status
	Pressure		Stimulation
	Privacy		Time
	Promotion		Trust
	Quality		Variety
	Recognition		Working alone
	Relationships		Working with others
Others (please write in):			

RANKING

Write the ten values that you have checked in the first column of the values chart below. Ignore the other columns at this stage.

Values Chart

<i>Value (write in)</i>	Column A <i>Total number of times chosen</i>	Column B <i>Ranking (1 to 10)</i>
1.		
2.		
3.		
4.		
5.		
6.		
7.		
8.		
9.		
10.		

Now work your way through the ranking chart below. You need to compare *each value* against the *other nine* in your list *in turn*. Decide which of the two values you rank higher in priority and, in every box, circle the number of that value. For instance, the top box gives you a choice between values 1 and 2

Ranking Chart

1 2								
1 3	2 3							
1 4	2 4	3 4						
1 5	2 5	3 5	4 5					
1 6	2 6	3 6	4 6	5 6				
1 7	2 7	3 7	4 7	5 7	6 7			
1 8	2 8	3 8	4 8	5 8	6 8	7 8		
1 9	2 9	3 9	4 9	5 9	6 9	7 9	8 9	
1 10	2 10	3 10	4 10	5 10	6 10	7 10	8 10	9 10

When you have finished choosing, count the number of times you have circled each value and the number of times you ranked it higher in priority to the alternative. Write the totals for each value in column A of the values chart.

Then, in column B of the values chart, identify your priorities for ranking the values—1 for the value you voted for most (the highest number in column A) through to 10 for the value you chose least (the lowest number in column A).

What did you discover?

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www.performanceSolutions.nc.gov/developmentInitiatives/CareerDevelopment/Assessments/Values.pdf