

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

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

Continued overleaf...

Justifiable	What you are doing fits in with your moral value system.			
Fairness	You and other workers are treated fairly by your employer. You have good conditions of employment.			
Spirituality	Your work allows you to express or explore your faith.			
Management	You have a good working relationship with your boss. Your manager's way of working fits in well with your own.			
Training	Structured opportunities for learning are provided and supported.			
Creativity	You get to generate new ideas or solutions to problems. You get to innovate and be original.			
Decision making	You get to make some of the choices that affect your work.			
Autonomy	You have some freedom to do things when you want and how you want.			
Being expert	You have the opportunity to gain and use an in-depth knowledge of a subject. You are sought for advice in this area.			
Competition	You get the opportunity to test your abilities against others.			
Subject	Your work is enjoyable because you have a strong interest in the subject matter you are dealing with.			
Aesthetics	You deal with ideas or things that are beautiful and require appreciation.			
Quality	You work in situations in which precision and attention to detail are important, or where there is little room for error.			
Security	You have security of employment. It is not likely that you will lose your job or have to find another job regularly.			
Stress-free	You do not have to work under high levels of stress. The pressure of work is not too high and there is little conflict.			
Health	Your work positively contributes to your physical and psychological wellbeing.			
Stability	Work routines and duties are largely predictable and not likely to be subject to sudden or unforeseen changes.			
Hours	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.			
Resources	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.			
Workspace	The place where you work is comfortable and suited to your working style and personal preferences.			
Supportive	The organisation you work for is open and tolerant. Your views are sought and respected during decision making.			
Cooperation	Your work requires operating as part of a team and interacting with others to achieve a goal.			