***WORK VALUES INVENTORY***

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The statements below represent values which people consider important in their work. These are satisfactions which people often seek in their jobs or as a result of their jobs. They are not all considered equally important; some are very important to some people but of little importance to others. Read each statement carefully and indicate how important it is to you.

**5** means “Very Important”

**4** means “Important”

**3** means “Moderately Important”

**2** means “Of Little Importance”

**1** means “Unimportant”

**WORK IN WHICH YOU: CIRCLE ONE**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| 1. have to keep solving problems | 5 | 4 | 3 | 2 | 1 |
| 2. help others | 5 | 4 | 3 | 2 | 1 |
| 3. can get a raise | 5 | 4 | 3 | 2 | 1 |
| 4. look forward to changes in your job | 5 | 4 | 3 | 2 | 1 |
| 5. have freedom in your area | 5 | 4 | 3 | 2 | 1 |
| 6. gain prestige in your field | 5 | 4 | 3 | 2 | 1 |
| 7. need to have artistic ability | 5 | 4 | 3 | 2 | 1 |
| 8. are one of the gang | 5 | 4 | 3 | 2 | 1 |
| 9. know your job will last | 5 | 4 | 3 | 2 | 1 |
| 10. can be the kind of person you would like to be | 5 | 4 | 3 | 2 | 1 |
| 11. have a boss who gives you a fair deal | 5 | 4 | 3 | 2 | 1 |
| 12. like the setting in which your work is done | 5 | 4 | 3 | 2 | 1 |
| 13. get the feeling of having done a good day’s work | 5 | 4 | 3 | 2 | 1 |
| 14. have the authority over others | 5 | 4 | 3 | 2 | 1 |
| 15. try out new ideas and suggestions | 5 | 4 | 3 | 2 | 1 |
| 16. create something new | 5 | 4 | 3 | 2 | 1 |
| 17. know by the results when you’ve done a good job | 5 | 4 | 3 | 2 | 1 |
| 18. have a boss who is reasonable | 5 | 4 | 3 | 2 | 1 |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| 19. are sure of always having a job | 5 | 4 | 3 | 2 | 1 |
| 20. add beauty to the world | 5 | 4 | 3 | 2 | 1 |
| 21. make your own decisions | 5 | 4 | 3 | 2 | 1 |
| 22. have pay increases that keep up with the cost of living | 5 | 4 | 3 | 2 | 1 |
| 23. are mentally challenged | 5 | 4 | 3 | 2 | 1 |
| 24. use leadership abilities | 5 | 4 | 3 | 2 | 1 |
| 25. have adequate lounge, toilet and other facilities | 5 | 4 | 3 | 2 | 1 |
| 26. have a way of life, while not on the job, that you like | 5 | 4 | 3 | 2 | 1 |
| 27. form friendships with your fellow employees | 5 | 4 | 3 | 2 | 1 |
| 28. know that others consider your work important | 5 | 4 | 3 | 2 | 1 |
| 29. do not do the same thing all the time | 5 | 4 | 3 | 2 | 1 |
| 30. feel you have helped another person | 5 | 4 | 3 | 2 | 1 |
| 31. add to the well-being of other people | 5 | 4 | 3 | 2 | 1 |
| 32. do many different things | 5 | 4 | 3 | 2 | 1 |
| 33. are looked up to by others | 5 | 4 | 3 | 2 | 1 |
| 34. have good connections with fellow workers | 5 | 4 | 3 | 2 | 1 |
| 35. lead the kind of life you most enjoy | 5 | 4 | 3 | 2 | 1 |
| 36. have a good place in which to work (quiet, calm, etc.) | 5 | 4 | 3 | 2 | 1 |
| 37. plan and organize the work of others | 5 | 4 | 3 | 2 | 1 |
| 38. need to be mentally alert | 5 | 4 | 3 | 2 | 1 |
| 39. are paid enough to live very well | 5 | 4 | 3 | 2 | 1 |
| 40. are your own boss | 5 | 4 | 3 | 2 | 1 |
| 41. make attractive products | 5 | 4 | 3 | 2 | 1 |
| 42. are sure of another job in the company if your present job ends | 5 | 4 | 3 | 2 | 1 |
| 43. have a supervisor who is considerate | 5 | 4 | 3 | 2 | 1 |
| 44. see the result of your efforts | 5 | 4 | 3 | 2 | 1 |
| 45. contribute new ideas | 5 | 4 | 3 | 2 | 1 |

***WORK VALUES INVENTORY RESULTS***

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **SCORE** |  | **SCALE** | | |
| 15, 16, 45  -----,-----, = | ----- | **CREATIVITY:** work which permits one to invent new things, design new products, or develop new ideas. | | |
| 14, 24, 37  -----,-----, = | ----- | **MANAGEMENT:** work which permits one to plan and lay out work for others. | | |
| 13, 17, 44  -----,-----, = | ----- | **ACHIEVEMENT:** work which gives one the feeling of accomplishment in doing a job well. | | |
| 12, 25, 36  -----,-----, = | ----- | **SURROUNDINGS:** work which is carried out under pleasant conditions- not too hot or too cold, noisy, dirty, etc. | | |
| 11, 18, 43  -----,-----, = | ----- | **SUPERVISORY RELATIONSHIPS:** work which is carried out under a supervisor who is fair and with whom one can get along. | | |
| 10, 26, 35  -----,-----, = | ----- | **WAY OF LIFE:** work that permits one to live the kind of life you choose and to be the type of person you wish to be. | | |
| 9, 19, 42  -----,-----, = | ----- | **SECURITY:** work which provides one with the certainty of having a job even in hard times. | | |
| 8, 27, 34  -----,-----, = | ----- | **ASSOCIATES:** work which brings one into contact with fellow workers whom you like. | | |
| 7, 20, 41  -----,-----, = | ----- | **AESTHETIC:** work which permits one to make beautiful things and to contribute beauty to the world. | | |
| 6, 28, 33  -----,-----, = | ----- | **PRESTIGE:** work which gives one standing on the eyes of others and evokes respect. | | |
| 5, 21, 40  -----,-----, = | ----- | **INDEPENDENCE:** work which permits you to work in your own way, as fast or slow as you wish. | | |
| 4, 29, 32  -----,-----, = | ----- | **VARIETY:** work which provides an opportunity to do different types of tasks. | | |
| 3, 22, 39  -----,-----, = | ----- | **ECONOMIC RETURN:** work which pays well and enables one to have the things you want. | | |
| 2, 30, 31  -----,-----, = | ----- | **ALTRUISM:** work which enables one to contribute to the welfare of others. | | |
| 1, 23, 38  -----,-----, = | ----- | **INTELLECTUAL STIMULATION:** work which provides opportunity for independent thinking and for learning how and why things work. | | |
| **SCORE TOTALS:** | | | | |
| 1 – 3 | | is Unimportant | 10 – 12 | is Important |
| 4 – 6  7 – 9 | | is Of Little Importance is Moderately Important | 13 – 15 | is Very Important |