

A Career Values Survey

What about your own career values? Have you ever systematically defined them? The following survey is designed to do exactly that.

Try to respond to each survey item fairly quickly, without thinking too much. Don't worry about the implications of a question, or what your answer might reveal about you. Just answer each question truthfully, in order, and move along.

1. Would you like to work in an organization where you know everyone else?

No way!

Rather not.

Not particularly
important.

Prefer it.

That's ideal!

2. Do you enjoy working by yourself?

No way!

Rather not.

Not particularly
important.

Prefer it.

That's ideal!

3. Do you like the idea of working in an office?

No way!

Rather not.

Not particularly
important.

Prefer it.

That's ideal!

4. Are you attracted to the idea of working for a very large, successful, high-profile organization?

No way!

Rather not.

Not particularly
important.

Prefer it.

That's ideal!

5. Would you like to help people lead healthier lives?

No way!

Rather not.

Not particularly
important.

Prefer it.

That's ideal!

6. Is working outdoors attractive to you?

No way!

Rather not.

Not particularly
important.

Prefer it.

That's ideal!

14. Do you want to work for a nonprofit or NGO?

No way!

Rather not.

Not particularly
important.

Prefer it.

That's ideal!

15. Do you want your work to result in the creation of something physical, such as a house or a sculpture or a prototype?

No way!

Rather not.

Not particularly
important.

Prefer it.

That's ideal!

16. Is it important to you to work for a market leader, say the biggest or the best organization in your chosen field?

No way!

Rather not.

Not particularly
important.

Prefer it.

That's ideal!

17. Do you prefer to work in scientific environments?

No way!

Rather not.

Not particularly
important.

Prefer it.

That's ideal!

18. Do you think working on behalf of "the little guy," the disadvantaged, and the individual facing powerful, entrenched forces is more meaningful, somehow more authentic?

No way!

Rather not.

Not particularly
important.

Prefer it.

That's ideal!

19. Do you prefer to have a fairly constant workflow, with few interruptions and no emergencies?

No way!

Rather not.

Not particularly
important.

Prefer it.

That's ideal!

20. Do you think it is important to be well paid relative to others?

No way!

Rather not.

Not particularly
important.

Prefer it.

That's ideal!

21. Do you prefer to work as part of a team, with colleagues who can help you out, show you the ropes, keep you on the right path?

 No way!

 Rather not.

 Not particularly
 important.

 Prefer it.

 That's ideal!

22. Do you like to work primarily with computers?

 No way!

 Rather not.

 Not particularly
 important.

 Prefer it.

 That's ideal!

23. Do you enjoy making things with your hands?

 No way!

 Rather not.

 Not particularly
 important.

 Prefer it.

 That's ideal!

24. Are you comfortable telling a little fib now and then, if it is for the greater good?

 No way!

 Rather not.

 Not particularly
 important.

 Prefer it.

 That's ideal!

25. Do you think you'd like to wear a suit to work, at least most of the time?

 No way!

 Rather not.

 Not particularly
 important.

 Prefer it.

 That's ideal!

26. Do you think you'd rather wear casual clothes to work, at least most of the time?

 No way!

 Rather not.

 Not particularly
 important.

 Prefer it.

 That's ideal!

27. Would you like to work for a startup, a brand new organization?

 No way!

 Rather not.

 Not particularly
 important.

 Prefer it.

 That's ideal!

28. Do you require a work environment where music, art, architecture, and design are considered an important part of everyday life?

No way!

Rather not.

Not particularly
important.

Prefer it.

That's ideal!

29. Do you need approval at work, accolades for special accomplishments, and acknowledgement of your contributions?

No way!

Rather not.

Not particularly
important.

Prefer it.

That's ideal!

30. Does protecting the environment need to be a part of your employment focus?

No way!

Rather not.

Not particularly
important.

Prefer it.

That's ideal!

31. Would you prefer a work environment where precision with written and spoken language is a critical component?

No way!

Rather not.

Not particularly
important.

Prefer it.

That's ideal!

32. Would you enjoy a job in which it was your responsibility to teach yourself new computer applications, *without a training class*?

No way!

Rather not.

Not particularly
important.

Prefer it.

That's ideal!

33. Would you like a job in which you could concentrate on one assignment at a time, with a clear goal each time?

No way!

Rather not.

Not particularly
important.

Prefer it.

That's ideal!

34. Would you enjoy a job with many simultaneous responsibilities, in which it is your responsibility to prioritize and juggle them all?

No way!

Rather not.

Not particularly
important.

Prefer it.

That's ideal!

42. Is it important to you to work for an organization that is tremendously profitable, that creates wealth for its investors, employees and others?

No way!

Rather not.

Not particularly
important.

Prefer it.

That's ideal!

43. Do you enjoy building or repairing things?

No way!

Rather not.

Not particularly
important.

Prefer it.

That's ideal!

44. Do you like to influence people, try to persuade them to see things your way?

No way!

Rather not.

Not particularly
important.

Prefer it.

That's ideal!

45. Do you need a lot of access to your boss or supervisor, so you receive clear instructions and understand what is expected of you?

No way!

Rather not.

Not particularly
important.

Prefer it.

That's ideal!

46. Does the idea of traveling on the job appeal to you?

No way!

Rather not.

Not particularly
important.

Prefer it.

That's ideal!

47. Do you want to work for a company that has clear pro-family policies, and advocates life-work balance?

No way!

Rather not.

Not particularly
important.

Prefer it.

That's ideal!

48. Is it important to you to work for an older, well-established organization?

No way!

Rather not.

Not particularly
important.

Prefer it.

That's ideal!

49. Are you comfortable speaking before others, making presentations, and taking a leadership role in meetings?

 No way!

 Rather not.

 Not particularly
 important.

 Prefer it.

 That's ideal!

50. Do you enjoy generating a lot of ideas, and allowing others to implement them?

 No way!

 Rather not.

 Not particularly
 important.

 Prefer it.

 That's ideal!

51. Would you consider working for a family-owned business?

 No way!

 Rather not.

 Not particularly
 important.

 Prefer it.

 That's ideal!

52. Are you comfortable working long hours, at least early in your career?

 No way!

 Rather not.

 Not particularly
 important.

 Prefer it.

 That's ideal!

53. Do you want to focus on your own job, and let others worry about the bigger picture and the organization as a whole?

 No way!

 Rather not.

 Not particularly
 important.

 Prefer it.

 That's ideal!

54. Is it important to you to work in an environment where people are nice to each other, friendly, and helpful?

 No way!

 Rather not.

 Not particularly
 important.

 Prefer it.

 That's ideal!

55. Do you hope to work in a fast-paced, hectic, exciting organization, where there is something going on every minute?

 No way!

 Rather not.

 Not particularly
 important.

 Prefer it.

 That's ideal!

56. Would you prefer to work in a “glamour” industry, perhaps with a famous and prestigious employer?
- No way!
 Rather not.
 Not particularly important.
 Prefer it.
 That’s ideal!
57. Do you need to feel that you’re being creative every day?
- No way!
 Rather not.
 Not particularly important.
 Prefer it.
 That’s ideal!
58. Do you enjoy exacting, precision work, where there is little or no room for error, and where people take pride in their high standards?
- No way!
 Rather not.
 Not particularly important.
 Prefer it.
 That’s ideal!
59. Are you comfortable working on commission, where your income is directly related to your production?
- No way!
 Rather not.
 Not particularly important.
 Prefer it.
 That’s ideal!
60. Do you need to work for an organization where you will have opportunities to be rapidly promoted?
- No way!
 Rather not.
 Not particularly important.
 Prefer it.
 That’s ideal!
61. Do you enjoy competition? Does it put a little extra zing into your efforts?
- No way!
 Rather not.
 Not particularly important.
 Prefer it.
 That’s ideal!
62. Do you need to be in charge of things, solely responsible for the outcome?
- No way!
 Rather not.
 Not particularly important.
 Prefer it.
 That’s ideal!

63. Do you like to work with artists and other creative people, even if you are on the business side of things?

 No way!

 Rather not.

 Not particularly
 important.

 Prefer it.

 That's ideal!

64. Do you prefer to be left alone when you work, without interruptions and disruptions?

 No way!

 Rather not.

 Not particularly
 important.

 Prefer it.

 That's ideal!

65. Are you willing to relocate whenever your employer requires it, for continued opportunity and advancement?

 No way!

 Rather not.

 Not particularly
 important.

 Prefer it.

 That's ideal!

66. Do you like an employer with a scrappy reputation, a tough "take no prisoners" approach to the marketplace?

 No way!

 Rather not.

 Not particularly
 important.

 Prefer it.

 That's ideal!

67. Would a lot of variety and constantly changing duties, assignments, and activities appeal to you?

 No way!

 Rather not.

 Not particularly
 important.

 Prefer it.

 That's ideal!

68. Is adventure and risk-taking so important to you that you want to experience them on the job?

 No way!

 Rather not.

 Not particularly
 important.

 Prefer it.

 That's ideal!

69. Do you need to constantly be learning something new to be happy?

 No way!

 Rather not.

 Not particularly
 important.

 Prefer it.

 That's ideal!

70. Would you prefer to work for a company that is stable and secure, that you know is not going to go through any big changes anytime soon?

No way!

Rather not.

Not particularly
important.

Prefer it.

That's ideal!

Pay particular attention to the questions you marked “No way!” or “That’s ideal!” If you think it is ideal to have a job where you can feel creative every day, or where you can work on a team, or where you can wear a suit most days, then you should be especially wary of any opportunity that does *not* offer those facets.

Conversely, if you marked “No way!” to a job working on commission, or working for a nonprofit, or that would require you to wear a suit most days, then you should be especially wary of any opportunity that *does* include those facets.

Consider which answers are most important to you. You don’t want to forget these issues in the excitement of getting a job offer. The values you express here and now, with a little calm introspection, are valid. Once you start to get job offers, you’ll be very tempted to compromise. This may be the right choice at the time, but do it with open eyes. Know that you’re compromising, and how, and why. So before reading further, go back and circle the answers that you will want to keep in mind later.

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