



Worksheet #8

Co-Creating Magnificent Visions with Your Clients

Part I - Work Values

Rate each work value using the following scale:

- 1 = very important to have in my work
- 2 = somewhat important to have in my work
- 3 = unimportant to have in my work.

A. Work conditions:

- ☐ Independence/Autonomy - doing what you want to do without much direction from others.
- ☐ Time flexibility - arranging your own hours, working according to your own time schedule.
- ☐ Change/Variety - performing varying tasks in a number of different settings.
- ☐ Change/Risk - performing new tasks or leading new programs that challenge the established order and may be initially resisted.
- ☐ Stability/Security - working in a secure job that pays you reasonably well.
- ☐ Physical challenge - performing dangerous tasks that challenge your physical capabilities.
- ☐ Physical demands - performing physically strenuous but relatively safe activities.
- ☐ Mental challenge - performing demanding tasks that challenge your intelligence and creativity.
- ☐ Pressure - performing in a highly critical environment with constant deadlines.
- ☐ Precise work - performing prescribed tasks that leave little room for error.
- ☐ Decision making - making choices about what to do and how to do it.

B. Individuals work for the following purposes:

- ☐ To pursue truth/knowledge.

If this is a “1”, please list which truths and what knowledge specifically you want to pursue, listed in order of importance:

___ To acquire expertise/authority.

If this is a “1”, please list what expertise specifically you want to acquire, listed in order of importance:

___ To use creativity/innovativeness.

___ To foster aesthetic appreciation.

___ To make social contributions.

If this is a “1”, please list which social issues/areas specifically you want to contribute to, listed in order of importance:

___ To acquire material gain.

___ To seek recognition.

___ To promote ethics/morality.

If this is a “1”, please list which areas of ethics/morality specifically you want to promote, listed in order of importance:

___ To seek spiritual/transpersonal gain.

C. Relationships at work may involve the following:

___ Working alone - doing assignments by yourself, with minimal contact with other people.

___ Public contact - interacting in predictable ways with a continuous flow of people.

___ Developing close friendships with coworkers.

___ Group membership - belonging to a group with a common purpose and/or interest.

___ Helping others

___ Influencing others

___ Supervising others

___ Controlling others

List below your 3 or 4 most important values in each of the 3 categories:

Work Conditions:

Work Purposes:

Work Relationships:

Part II: Personal Values:

Whether you realize it or not, every time you make a choice about doing one thing as opposed to another, you make a value decision. When you have a decision that involves two or more conflicting values that are of major importance to you, the decision can be extremely difficult to make (e.g., career values may conflict with family and friendship values). You can, however, make these decisions more effectively if you have some idea of what your most important values are and the priority that you give to each. By doing so, you make decisions that are more heart-centered and based on your inner wisdom. The following exercise will help you to understand what personal values are, which personal values are important to you, and what priorities you give to them. In reality, your values are expressed through your actions. If you can bring your actions more into harmony with your values, you will feel more in control of your life, more aligned with your path and more satisfied with the decisions you make.

A list of personal values is provided below. Using the following scale, rank each value according to its importance to you: 1 = very important 2 = somewhat important 3 = not important

Place the number that corresponds to your rating in the appropriate space to the left of each personal value:

- ___ Good Health
- ___ Many close friendships
- ___ A large family
- ___ Family
- ___ A fulfilling career
- ___ A stable marriage
- ___ A financially comfortable life
- ___ Independence
- ___ Creativity
- ___ Participating in an organized religion
- ___ Having children
- ___ A variety of interests and activities

If this is a "1", what types of activities and interests?

- ___ Freedom to create my own lifestyle
- ___ Owning a house
- ___ A happy love relationship
- ___ Fulfilling careers for me and my spouse
- ___ Contributing to my community
- ___ Abundance of leisure time
- ___ Ability to move from place to place
- ___ A stable life
- ___ A life without stress

- ___ Strong religious values
- ___ A chance to make social changes

If this is a “1”, what areas of social change?

- ___ To be remembered for my accomplishments
- ___ Helping those in distress
- ___ Freedom to live where I wish
- ___ Time to myself
- ___ Enjoyment of arts, entertainment, and cultural activities
- ___ A life with many challenges
- ___ A life with many changes
- ___ Opportunity to be a leader
- ___ To make a major discovery that would save lives
- ___ A good physical appearance
- ___ Opportunity to establish roots in one place
- ___ Opportunity for physical activities

If this is a “1”, which physical activities?

- ___ An exciting life
- ___ A chance to get into politics
- ___ To live according to strong moral values

If this is a “1”, what values specifically?

- ___ Opportunity to teach others

If this is a “1”, what might you want to teach? Whom would you like to teach?

- ___ To write something memorable

If this is a “1”, what might you want to write about?

- ___ A chance to become famous
- ___ To help others solve problems

If this is a “1”, what types of problems?

- ___ To make lots of money

List 6 of your most important personal values:

1. Based on the work and life values you uncovered, what ideas are sparked in terms of your BIG project?
2. How do you think your most important personal values will affect and inform your life's work choice?

Adapted for use from Training for Life: A Practical Guide to Career and Life Planning, Fifth Edition (1994), authors, Bernadette M. Black and Fred J. Hecklinger.