



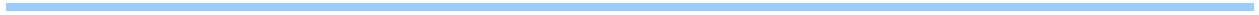
Career Values Scale Report

John Smith

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About this report

This report provides a summary of your responses to the Career Values Scale (CVS). The CVS describes



Working with Others

Every career involves some interaction with people. Your personal values strongly impact both the type and quality of interaction you prefer to have with others. Some individuals prefer an environment that is outgoing and warm, while others prefer a more formal and independent workplace. Knowing your values is important because it influences the types of personal interactions that you will find satisfying.

Service Orientation

Looking objectively at issues without having to concern yourself about the feelings of others



Relationships, personal service, providing direct benefits to others

You will probably enjoy work that allows you to provide direct benefits to others, but which allows you to have time to work on tasks with few interpersonal requirements. When required to constantly deal with people issues you may become tired and dissatisfied. Similarly, you will likely to be dissatisfied if you do not see a connection between what you are doing and how it affects others. You will probably enjoy occupations that allow you to take people's concerns into consideration but not have to deal with them on an ongoing basis.

Sources of Satisfaction: Tasks that allow you work objectively but which you know have a positive effect on others

Sources of Dissatisfaction: Spending all of your time on direct customer service

Team Orientation

Independent decision making, working by yourself



Team work, good co-worker relations

You will be comfortable working in an environment that has a balance of team and independent work. You will feel satisfied where you have the opportunity to work closely with others and to have the opportunity to pursue your own goals. It is likely that you would feel dissatisfied in organizations where you are forced to work independently all of the time. At the same time you are likely to dislike spending all of your time working in groups, teams and committees. For some activities you will prefer working collaboratively for others you would rather work alone.

Sources of Satisfaction: A balanced mix of teamwork and independent work

Sources of Dissatisfaction: Having to work alone all of the time, having to work in groups all of the time

Influence



You will be most comfortable in environments where you can take a leadership role in situations that deal with your area of expertise. You are likely to enjoy switching between being a leader or follower depending on the task. You will not enjoy situations where you always have the sole responsibility. Nor will you be completely satisfied where you always have the subordinate role. You will be happy to take charge when you feel it is warranted but you are equally comfortable letting others be the leaders.

Sources of Satisfaction: The opportunity to be in a leadership role where the tasks deal with your area of expertise

Sources of Dissatisfaction: High levels of responsibility in areas where you feel you are not expert

Self-Expression

Each individual approaches work in a unique way. Differences in self-expression can be attributed to how you value creativity, independence, excitement and personal development. Your values in these areas will influence both the types of tasks and work environments that you will find enjoyable and satisfying.

Excitement



You are likely to be satisfied in environments where there is stability and structure. Jobs defined by clear methods will probably be attractive to you. You will not enjoy working in an organization where there is a great deal of change and where you are expected to be changing roles frequently. You enjoy established ways of working. You are most comfortable in occupations where most of your responsibilities are well defined and rarely change.

Sources of Satisfaction: Predictable, stable, and structured work

Sources of Dissatisfaction: A great deal of variety, change or risk

Career development



You will enjoy working in an environment that offers you some opportunity to develop work related skills. You will not be particularly interested in constantly upgrading your skills and will be quite satisfied in positions where you can work without too much learning or upgrading. Learning for learning's sake is not particularly motivating. However, you will probably enjoy the opportunity to increase your skills and knowledge when you see a direct link to your job.

Sources of Satisfaction: Professional development linked direct24 629.663 Tm [(3)] TJ

Prestige



You judge the value of what you do by how good a job you have done rather than the acknowledgement you receive. As such you will be most satisfied working in an organization which values commitment rather than individual recognition. You will likely dislike working in occupations where you are always in the limelight or where others are always seeking recognition. You are unlikely to obtain much satisfaction from personal status or from status symbols. You are likely to enjoy positions that give you a sense of pride based on your performance rather than on the prestige of your occupation.

Sources of Satisfaction: Knowing for yourself that you have done a good job

Sources of Dissatisfaction: Being the center of attention

Sources of Satisfaction

When working with others your main sources of satisfaction are likely to be:

Tasks that allow you work objectively but which you know have a positive effect on others

A balanced mix of teamwork and independent work

The opportunity to be in a leadership role where the tasks deal with your area of expertise

In the area of self-expression your main source of satisfaction is likely to be:

A balance of creative and practical activities

Working with others, good supervision, clearly outlined roles and functions

Predictable, stable, and structured work

Professional development linked directly to your job

Your main sources of satisfaction in the area of extrinsic rewards are:

Professional pride

Future possibilities

Knowing for yourself that you have done a good job

Sources of Dissatisfaction

When working with others your main sources of dissatisfaction are likely to be:

Spending all of your time on direct customer service

Having to work alone all of the time, having to work in groups all of the time

High levels of responsibility in areas where you feel you are not expert

Working with your career values

Putting together a comprehensive career plan with specific goals is one of the most important steps in managing your career successfully. Examining your values will help you determine what your priorities are in your current situation and help you plan for the future. "What is important to you?" is the fundamental question in the career planning process.

First, read through your report a number of times. Pay close attention to what it says about you and highlight the statements you believe describe you best. Second, underline the statements that surprise you.

Having read about your values it will be helpful to complete the following exercises and think about the following questions. This will give you a clearer picture of what is really important to you.

Deciding on your core career values

Choose four or five career values that you feel are essential for you to be satisfied in your career. If you feel you cannot do without a value, it is likely to be a core career value. Your career satisfaction is likely to depend on these values being fulfilled. Write the names of these values below.

My Core Career Values

This exercise should be carried out periodically. Come back to this report in 6 months, re-read the values and complete this exercise again. Did anything change? What changed? Why did they change? What

Your current career situation

In this exercise you will look at the satisfiers and dissatisfiers associated with each value. Your task is to look at each pair below and decide which best represents your present situation. Circle the *S* or the *D* when you have decided. Please do this for all values.

Financial Rewards - Which of the following best describes your current career situation?

S - Lots of professional pride

D - Work where concerns with money come first

Security - Which of the following best describes your current career situation?

S - Future possibilities

D - A predictable and structured career path

Prestige - Which of the following best describes your current career situation?

S - Knowing for yourself that you have done a good job

D - Being the center of attention

Now that you have decided on which of the above pairs best represent your current situation, please do the following.

Count the number of Ss and write it below.

Count the number of Ds and write it below.

If you have more Ss than Ds you are likely to be having a positive career experience. Check to see that the Core Values listed on the previous page are Ss. If any of them are Ds then you may still experience some frustration in relation to them. Ask yourself the following questions.

If you have more Ds than Ss then you are likely to be feeling somewhat dissatisfied in your current career situation. This will be especially true if you have a large number of core values classified as D. Ask yourself the following questions.

- Is the career that you have compatible with the values that you hold?
- What are the barriers to satisfaction?
- What is the probability of you having the opportunity to satisfy missing values in your present situation?
- What goals do you have in relation to your missing values?

