

THE INFLUENCE OF VALUES ON CAREER CHOICE

GOALS:

- To examine some of the early influences on our job choices and attitudes toward work.
- To prioritize our values and understand how they influence our job choices.

RATIONALE:

An individual receives a number of benefits from working. The benefits we look for in a job are strongly linked to our values. Understanding these values and priorities gives us a greater awareness of our ambitions and helps us to achieve our goals.

MATERIALS NEEDED:

Flipchart, markers, copies of the worksheets *Values and Priorities Worksheet*, *What Do You Expect From Work?* and *Building My Career*.

METHOD:

Warm-up I: Early Influences

Ask participants to discuss with a partner the following questions:

- What occupation did influential people in your life (teacher, family, parents) want you to pursue? Why?
- How did they influence your attitudes and choices about work?
- How important are they today?

Discuss in large group. Ask participants if they want to share some examples of early influences on their attitudes or choices about work.

Warm-up II: Why do People Work?

Ask participants to brainstorm all the reasons why people go to work. Record responses on the flipchart.

Exercise I: Values and Priorities

Ask participants to fill in the *Values and Priorities Worksheet* individually and rank order their priorities with **#1** the most important and **#12** the least important. Invite them to then share with a partner their top two priorities and their least important (**#12**).

Discuss in large group. Encourage participants to share their **#1** and **#12** priority if they wish.

Exercise II: Job Satisfaction

Ask participants individually to fill in ***What Do You Expect From Work?*** and ***Summary of Elements to Job Satisfaction***. Encourage participants to share what they identified as essential to their job satisfaction.

Discuss in large group. Ask participants to share one or two elements required for their personal job satisfaction.

Exercise III: Building My Career

Ask participants to list their priorities (values) and working conditions in ***Building My Career***. They may fill in the rest of the worksheet if ready to do so.

Note: If you have not yet covered skills identification, you may want to have participants complete ***Building My Career Worksheet*** at a later stage in the course.

Questions to consider:

- In what ways do you have a clearer picture of what you are looking for?
- What have you learned about yourself in doing these exercises?

EVALUATION:

WHAT DO YOU EXPECT FROM WORK?

Check off each of the items in the columns which best correspond to your reactions. Then summarize the important elements, using the ***Summary of Elements I Feel Are Essential To Job Satisfaction.***

I WOULD LIKE A JOB THAT ...	VERY IMPORTANT	SOMEWHAT IMPORTANT	UN- IMPORTANT
1. Allows me an opportunity to be of service to others.	_____	_____	_____
2. Enables me to be creative and artistic.	_____	_____	_____
3. Enables me to invent or design new products or develop new concepts.	_____	_____	_____
4. Enables me to think on my own and learn how and why certain things work the way they do.	_____	_____	_____
5. Gives me a feeling of satisfaction in a job well done.	_____	_____	_____
6. Enables me to attain a certain social position and gain the respect of others.	_____	_____	_____
7. Allows me to plan and prepare the work of others.	_____	_____	_____
8. Provides me with a salary which will satisfy my material needs.	_____	_____	_____
9. Provides job security, even in time of high unemployment.	_____	_____	_____
10. Enables me to perform my duties in pleasant surroundings which are not too hot, too cold, dirty, noisy, etc.	_____	_____	_____
11. Enables me to work under a supervisor who is fair and with whom I can get along well.	_____	_____	_____

	VERY IMPORTANT	SOMEWHAT IMPORTANT	UN- IMPORTANT
12. Enables me to work with people I like and get to know them better.	_____	_____	_____
13. Enables me to live as I would like and to be the person I wish to be.	_____	_____	_____
14. Provides me with an opportunity to do a great variety of things.	_____	_____	_____
15. Enables me to make full use of my abilities.	_____	_____	_____
16. Keeps me continually busy.	_____	_____	_____
17. Includes opportunities for advancement.	_____	_____	_____
18. Enables me to give advice to others.	_____	_____	_____
19. Enables me to work alone.	_____	_____	_____
20. Enables me to do things which do not go against my principles.	_____	_____	_____
21. Enables me to be recognized for the quality of my work.	_____	_____	_____
22. Enables me to work under supervisors who train their subordinates well.	_____	_____	_____
23. Enables me to plan my duties with a minimum of supervision.	_____	_____	_____

**SUMMARY OF ELEMENTS
I FEEL ARE ESSENTIAL TO JOB SATISFACTION
IN ORDER OF IMPORTANCE:**

1. _____

2. _____

3. _____

4. _____

5. _____