

WHY PEOPLE WORK

GOALS:

- To identify what values we bring to the world of work.
- To explore the different reason people work.

RATIONALE:

People usually understand the world of work as it relates to making money. However, many reasons are often cited for wanting to work besides money, including productivity, esteem and contribution to society among them. Personal values have a great influence on the types of jobs and careers people choose, and the fulfillment of values is related to job satisfaction.

MATERIALS:

Flipchart, markers, paper, pencils, for each participant a copy of ***What is a Value?*** ***Values Auction Sheets***, \$300 worth of play money per person, magazines, glue, scissors and other materials for making a collage.

METHOD:

Values voting or choices is a quick way to set the stage in a physical way of making quick decisions that sometimes demonstrates values we hold.

Warm Up: Values Voting

Read aloud one-at-a-time the following questions. Demonstrate how you want the participants to show how they respond to each of the questions by standing if their answer is yes, remaining seated if their answer is no. If they are undecided or choose not to make their view known, they fold their arms and take a position that is half way between standing and sitting. Begin each question with "How many of you..."

- watch television more than three hours per day?
- think merit pay is a good thing?
- think that schools do not prepare young people well enough for life?
- wish you were home right now doing whatever you like to do?
- consider yourself to be computer literate?
- have been fired from a job?
- would invest \$5,000 in the stock market if you had that much in the bank?
- think we should have capital punishment?
- would rather have your own business than work for someone else?
- would like to work for a company that is unionized?

Exercise 1: Why Do People Work?

Begin by asking the group to brainstorm answers to the question “Why do people work?” Record answers on the flipchart. Of those listed, ask participants to write down their top five individual reasons for wanting to work on their own piece of paper.

Invite participants to share with the group their top five reasons for wanting to work. Initiate discussion by asking the group “Why do we all have different reasons for wanting to work?” making note of those who do not put money in the top three.

Exercise 2: What is a Value?

Hand out ***What is a Value?*** question sheet and ask participants to complete. After participants have completed the worksheet have them get into small groups to discuss their findings.

Open it up to the large group for overall comments and explore what they have in common in explaining what a value is.

Exercise 3: Values Auction

Direct the participants by saying:

You are about to participate in an auction. You will each have \$300 to spend purchasing jobs that you are interested in. I will hand out a sheet that contains only job descriptions, and you will have 10 minutes to read over and decide which jobs you are interested in buying and how high you would be willing to bid on jobs you want. The amount you are willing to bid should reflect how important getting that job is to you.

You may bid on as many jobs as you can afford or you can put all your money into just one job. Remember that you will be competing against each other for these jobs.



At the end of the auction we will go through the sheet of job descriptions and I will then tell you the job that you bought.

Hand out a copy of the ***Values Auction Sheet*** to each person and allow them time to read over the jobs available. Using a lot of energy and a loud ‘auctioneer-type’ voice, begin the auction by reading each job description. Bids can begin at \$10 and go up from there until someone outbids all of the others and wins the job. Keep track of who buys what so that at the end, when the job titles are ‘uncovered’ each person knows what job they bought.

Note: It is important to debrief this exercise immediately.

Questions to Consider:

- What was it about the description of the job that made you want to buy it?
- Did the job end up being what you thought it would be?
- Was there any one job that you really wanted?
- What was the most you were willing to spend on a job? Why?
- How did it feel to compete against each other for these jobs?
- What does this exercise have to do with values?

Exercise 4: Goals and Values Collage

Explore with the large group the relationship between goals and values, and flipchart responses. Invite everyone to create a collage that represents their goals and values related to the world of work using whatever source of creativity they are comfortable with. Materials available should include magazines, scissors, glue, large poster-size paper, crayons, pencil crayons, and markers. To increase creativity and comfort level, music can be played softly in the background.

Once collages are complete, break up the participants into small groups (up to four) to discuss their collages and to share their values and goals with each other.

EVALUATION:

- What did you learn about yourself today?
- What did you enjoy?
- What do you think about your career path now? Has it changed at all?
- What did you learn about each other today?

CREDIT:

Shelly Hessel, Multimedia for Youth Program, YWCA of Greater Toronto

WHAT IS A VALUE?

Some ideas about values:

- Values are those elements that show how a person has decided to use his/her life.
- Values are not something we are born with. We are born into societies and cultures that promote, teach and impart values to us.
- Values will change throughout our lives.
- A value is something that we feel to be right as well as we think to be right.
- Values that cause conflict may be changed over time.
- A value is different than a belief.

Questions:

Which of these ideas fit in with your ideas about values? _____

Which of these ideas do you disagree with? _____

What would you add? _____

In your own words, what is a value? _____

VALUES AUCTION SHEET

(You might want to come up with more)

1. BE YOUR OWN BOSS! An exciting opportunity for anyone who is willing to put in long hours, work hard, and create your own earning potential. Perfect if you like excitement, working with people and watching your money grow!
2. Very busy shop is looking for YOU! Our company is growing and looking for a bright, energetic person who likes working with people and state-of-the-art equipment in a fun environment. Good pay for the right person.
3. Have fun! Set your own hours! Work with people like yourself! Get great company perks! A fast-paced company that is as diverse as the customers it serves wants you to join its team. Training provided, full and part time available, with many positions to choose from. High school education preferred but not essential. Hiring now!
4. SERIOUS INQUIRIES ONLY...We are looking for dynamic and self-motivated individuals who are willing to learn the business, can handle a variety of tasks and who want to build a solid future and enjoy an aggressive pay plan. Call today.
5. If you are motivated by MONEY & CHALLENGE, WE WANT YOU! Our national office is seeking proven leaders who are energetic and success oriented to join our top team. If you are interested in a potential monthly commission with no cap and you have experience in sales, do not hesitate to contact us NOW!
6. Do you like to make a difference in others' lives? Are you interested in working in an environment that promotes bringing others together? The right candidate will be able to work in a variety of settings, helping others to complete their lives. Previous experience working in a busy office, ability to work with people and alone, with a minimum of a college diploma. CONTACT OUR OFFICE FOR AN APPOINTMENT.
7. Frustrated with long hours and lack of opportunity? Progressive company seeks people oriented individuals with service industry background for career opportunity local and overseas. No experience necessary. We will train the right individuals. Travel available. CALL NOW!
8. Low pay with a real opportunity to make a difference! Work with others who are interested in saving the planet. Be part of a team who is changing the way others see and work in the world. Hiring team captains to lead our agency into the new millennium. Your chance to make a real difference!

ANSWERS TO THE VALUES AUCTION SHEET

- 1- Avon Sales Representative
- 2- Autobody Repairer
- 3- McDonald's
- 4- Car Rental Leasing Agent
- 5- Student Loans Collections Agent for Corporate Recovery Services
- 6- Veterinarian's Assistant at a local animal hospital/adoption agency
- 7- Bartender
- 8- Team Leader for Greenpeace

