**What do you want in a job?**

**Values Inventory**

The objective of this exercise is to understand what is important to you as an individual; there are no right or wrong answers!

Additionally, this is not an exercise that should be laboured over, your first reaction is likely to be the best reaction and ideally the whole exercise should take no more than 5 mins to complete.

In the list below there are 19 different values, essentially, the things you might want in, or from, a job.

What we would like to understand is what is important to you and we can begin to get an idea about this from the results of this exercise:

**The Exercise:**

* Please review and think about the values in the list below
* Should you wish to, add any others that you might feel are missing and feel strongly about
* Then select your top 10 by placing a tick in the Top 10 box

This will give real insight as to how we might help to align your values to the way we work.

|  |  |  |
| --- | --- | --- |
| **Value** | **Top 10** | **Ranked** |
| 1. Achievement: showing good results for your efforts
 |  |  |
| 1. Advancement: being able to see a defined career path
 |  |  |
| 1. Autonomy: allowed to work without interference
 |  |  |
| 1. Challenge: performing tasks that are testing
 |  |  |
| 1. Collaboration: working with others on joint projects
 |  |  |
| 1. Compensation: receiving satisfactory levels of pay
 |  |  |
| 1. Creativity: using your own ideas and imagination
 |  |  |
| 1. Helping others: providing assistance to individuals or groups
 |  |  |
| 1. Influence: having the ability to affect people's opinions and ideas
 |  |  |
| 1. Job security: a high probability of steady employment
 |  |  |
| 1. Leadership: inspiring, supervising/managing others
 |  |  |
| 1. Learning; regularly learning new concepts, ideas & skills & applying them
 |  |  |
| 1. Leisure: having sufficient time off
 |  |  |
| 1. Prestige: having status
 |  |  |
| 1. Recognition: receiving accolades for your work
 |  |  |
| 1. Respect: being treated appropriately
 |  |  |
| 1. Serving society: contributing to improving others’ lives
 |  |  |
| 1. Utilization; using your skills, background, education & work experience
 |  |  |
| 1. Variety: undertaking different things different days
 |  |  |
|  |  |  |
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|  |  |  |
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|  |  |  |
|  |  |  |

* Finally rate or rank those top 10 giving your most important value the core of 10 and your least important value the score of 1, where no two values can be assigned the same number

Please bring this with you to your interview