MASSEY UNIVERSITY
TE KUNENGA KI PŪREHUROA
UNIVERSITY OF NEW ZEALAND

Career & Employment Service

Values Questionnaire

Our values and needs are likely to change over time. What seems important to you at this stage in your life may give way to other concerns later. However, it may be that your personal values are important to your career thinking now.

Values are about how you feel about things or what you think is important. They don't influence your ability to do something but where you feel comfortable doing it. They may say something about the type of work you will find rewarding

Some types of work clearly fit with certain values. Some types of employer fit with certain values. Use the exercise below to help you think about your values.

HOW IMPORTANT ARE EACH OF THE FOLLOWING FACTORS IN A JOB?

Rate each one on a scale of 1 to 6 where 6 means it is extremely important for me and 1 is largely unimportant for me.

Value	Rating	Code
I can get ahead in my career		A
I can help people to cope better with their lives		SU
There is a high financial reward		E
Job security is guaranteed		SE
I can work independently of others		I
I can do things which involve some risk		R
I can enjoy high social status		P
There is quite a bit of travel involved		V
I can enjoy my place of work		EN
I can do work that is socially useful		SU
I can develop new ideas or products		C
There is little work-related stress		SE
People respect me for my position		P
There is plenty of scope for advancement		A
There are new challenges and ventures		R
Things are left entirely to my own judgement		I
There is a pleasant working environment		EN
I am in charge of other people		AU

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Value	Rating	Code
I can work as part of a team		S
I can be creative or inventive		C
A very good standard of living is possible		E
There are friendly people around me		S
There is a lot of variety in what I do		V
I have the authority to get things done		AU
I want my employer to recognise my achievements		A
I want to become recognised as an expert in my field		P
I am looking for flexibility in the tasks that I do		V
I am keen to lead other people		AU
The location of my work is important to me		EN
I would like stability in my working life		SE

WORK VALUES QUESTIONNAIRE – SCORING

Add up your scores for each category and identify your top two or three values. Then read the descriptions below to see if they sound like you.

A – Advancement Score: _____

- Upward mobility and promotion.
- More interesting work.

S – Social Score: _____

- Friendly contact with workmates. Attending to and talking with people.

E – Economic Score: _____

- High salary and financial rewards.

SE – Security Score: _____

- Job stability and a regular income.
- No threat to economic or social well-being

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I – Independence Score: _____

- Autonomy - freedom to make decisions and take the initiative.

P – Prestige Score: _____

- Being seen in an important role.
- Social, economic or occupational status.

V – Variety Score: _____

- Change and variety in task and place of work.
- The opportunity to train.

E – Environment Score: _____

- Pleasant physical surroundings.

SU – Support Score: _____

- Helping people.
- Work of social or community value.

C – Creative Score: _____

- Being original and dealing with new ideas.
- Creating new products or services.
- Finding different solutions to problems.

R – Risk Score: _____

- An element of uncertainty.
- Financial and others kinds of risk.

AU – Authority Score: _____

- Influence and control over other people.
- Leading others and making decisions

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