

Workplace Environment

- Safe and Secure- free from danger and harassment
- Pleasant setting
- Working outside
- Relaxed atmosphere- little pressure, few deadlines
- Urban setting
- Suburban setting
- Rural setting
- Self-employment
- Large company
- Small company
- Private office
- Shared working area
- Caring co-workers- people who get along with and care personally about each other
- Respectful Supervisor- a boss who understands and respects your needs
- Competitive atmosphere- staff performance is evaluated against other staff
- Self-competition- work that tests your abilities against your own past performance
- Energetic Work- fast pace, busy, working to meet deadlines
- Variety- assignments change frequently, multiple locations, audiences, etc.
- Travel- job requires significant amount of travel
- Working alone- most projects are completed by yourself with little input from others
- Teamwork- most projects are completed by teams, with lots of input and contact with co-Workers

Workplace Values

- Independence
- Adventure/risk-taking- activities with high risk/reward
- Ethical standards- ethical behavior is expected and rewarded
- Expertise/Competence- expectation that you will excel at your work, and continue to improve
- Utilize Skills- making the most of the skills you have at your job
- Manual dexterity- making things, fixing things, micro-techniques, jobs that require good hand/eye coordination
- Creativity

VALUES ASSESSMENT

- Problem-solving
- Precision work- requires extreme attention to detail, with little margin for error
- Intellectual challenge- requires constant learning and thought to be effective
- Social contribution- work that focuses on improving society
- Influencing others- work that affects how others think and behave
- Supervisor role
- Friendships- workplace is also source of personal relationships with co-workers
- Personal fulfillment- work that gives a sense of personal satisfaction, with or without external recognition or reward

Workplace Rewards

- High compensation- pay allows for a more than comfortable lifestyle
- Benefits- health insurance, tuition payment, child care, etc. are included
- Equitable pay- compensation is fair for the type and amount of work done
- Advancement potential
- Job Security
- Recognition/prestige- others will perceive your work as important and you as an expert
- Learning/Growth opportunities
- Progressive- environment encourages liberal or forward-thinking ideals
- Technology- work in advanced or cutting edge sectors
- Results- your job allows you to see the end product of your work

Personal Values

- Job sharing- your duties may be split or performed with other people as needed
- Regular hours- working a set number of hours per week on a set schedule
- Flexible hours- allows you to choose the time and days you work, so long as the project is completed
- Easy commute
- Work at home option
- Diversity in the workplace
- Leisure opportunities- good vacation benefits, balance between work and home is expected and valued
- Location- the job fits my desire to live in a certain region, city, or climate
- Family-friendly- the workplace values people with families, and makes allowances that do not negatively affect their evaluations