

Values

Getting to know your own values is an integral part of self-discovery. Values are various beliefs, attitudes, and ideals. They can significantly influence your thoughts, behavior, and emotions. They can also be reflected in your choice of profession or play a key role in whether you will be satisfied with your job.

In the following list, you will find various values that people may consider important in relation to their careers.

On a scale of 1 (least important) to 4 (most important), rate how important each of the listed values is to you now and how you think it will be important to you in the future.

	Now	Future
CAREER ADVANCEMENT: Predictable career paths within the organization or opportunities for promotion.		
AUTONOMY: Working independently, at your own pace, and to your own standards.		
BALANCE: Avoiding conflicts between family, career goals, and personal goals.		
BENEFITS: Reimbursement of health and social insurance, vouchers for sports or culture.		
CHALLENGE: Overcoming difficulties and solving complex problems.		
COMMUTE: A short amount of time spent commuting to/from work.		
LOYALTY: Being rewarded for your long-term work and contribution to the organization.		
COMPETITION: A high degree of competition within the organization or with competitors.		
CREATIVITY: Creating something that did not exist before, finding new approaches.		
DECISION-MAKING: Having the ability to determine the direction of events.		
ENTHUSIASM: Working in an environment that does not allow for too much comfort.		
EXPERTISE: Having special skills and knowledge that other employees will not have.		
FAMILY: Having support for family life (e.g., working hours/vacation)		
FLEXIBILITY: The ability to adapt your schedule, processes, and procedures without restrictions.		

HONESTY: An environment that promotes honesty and truthfulness.		
NO OVERTIME: A fixed working time.		
INDEPENDENCE: The ability to perform daily tasks without supervision.		
INNOVATION: Having the opportunity to use new technologies and techniques.		
PROFESSIONAL GROWTH: Having the opportunity for continuous learning and development within your profession.		
PUBLIC TRANSPORT: Having the opportunity for timely, efficient, and affordable transportation.		
RECOGNITION: Being visibly recognized by the company for merits, work tasks, academic achievements, service to others...		
RESPECT: Feeling that I am an asset to the organization and that I am valued.		
RISK: Willingness to give up certainty to achieve a goal.		
REGULARITY: Work that provides predictable projects and tasks.		
SECURITY: Certainty of job stability, salary, and/or benefits.		
SERVICE: Helping others to feel good.		
FRIENDLY ATMOSPHERE: Forming friendships and warm relationships within the organization.		
SOCIAL CONTRIBUTION: Positively influencing others and society through your work.		
STABILITY: Working in a constant, predictable field.		
STATUS: Achieving prestige, respect, or attractiveness because of your work.		
TEAM SPIRIT: Relying on team organization and group efforts to achieve results.		
TRAVEL: The opportunity to visit different places for work purposes.		
VARIETY: The opportunity to work on different types of tasks and avoid falling into a routine.		
VISIBLE RESULTS: Creating or building things, producing tangible outputs.		
INTELLECTUAL STIMULATION: Opportunity for independent thinking and learning how things work.		
INTERPERSONAL CONTACT: Daily contact with the public, colleagues, or other people.		
LEADERSHIP: Having the ability and opportunities to lead other people, to encourage.		

FREE TIME: Scheduling enough personal time for hobbies and relationships.		
ORDER: Having structure and clear lines of communication in the organization.		
ORGANIZATIONAL ETHICS: Working for an employer who values integrity and honesty.		
PARKING AVAILABILITY: The ability to drive to work and park without further worries and expenses.		
CALM: Being in an environment that offers comfort, well-being, and is stress-free.		
PERSONAL GROWTH: Having opportunities for self-discovery in work that contributes to other areas of your life.		
PHYSICAL CHALLENGE: Mastering challenges through physical fitness.		
INFLUENCE: Influencing your profession, field, or organization.		
PRECISION: Work that requires attention to detail and is not tolerant of errors.		
PRESSURE: Having constant deadlines, time requirements, and challenges.		
PRESTIGE: Being viewed with respect, being considered an expert in the field.		
PRIDE: Having self-respect and being personally satisfied with the work done.		
SUSTAINABILITY: Having a career that is environmentally responsible.		

Answer the following questions:

- What are my top 10 most important values?
- Which of these values am I currently experiencing in my life?
- Which values am I missing in my current life?
- What actions can I take to achieve the values that are currently unmet?
- How do I expect my values to change over time?