



ENLIGHTENED LEADERS NETWORK

Values

You are now ready to explore the second element of your Authentic Vocation, Values. The second critical factor in job design is your values, as they relate to work. Fulfillment in work comes when the life and work values that are important to you are met through your work. At the same time, the company for which you work should share at least the most important of those values. Otherwise you will experience constant turmoil and conflict, as well as a feeling that you "can't be yourself" at work.

What are values? Values are simply things about work that, to you, are intrinsically valuable or desirable. They can be accessed most easily by asking yourself the question, "What do I want out of my work?" Or, "why do I work?" Begin by asking yourself these questions now, and write down your responses. If you get stuck, look at the previous value and ask what is important to you about that.

My Critical Work Values

I work because:
1.
2.
3.
4.
5.

I want the following things from my work:
1.
2.
3.
4.
5.



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Some values commonly expressed are listed below. Rank each of the listed values as (1) not important, (2) moderately important, or (3) very important to you in your choice of career.

Values at Work

- ___ Enjoyment (having fun at what you do)
- ___ Helping other people (in a direct way)
- ___ Friendships (developing close relationships with co-workers)
- ___ Helping society (contributing to the betterment of the world)
- ___ Freedom (flexible schedule, independence)
- ___ Recognition (being acknowledged for your work in a tangible way)
- ___ Creativity (having the opportunity to express your ideas and yourself in your work; innovation)
- ___ Location (being able to live where you choose)
- ___ Competition (matching your abilities with others')
- ___ Power and authority (being in managerial or leadership position; being responsible for supervising others; having decision-making authority)
- ___ Achievement (accomplishing desired objective; mastery)
- ___ Compensation (receiving money and other benefits commensurate with services rendered)
- ___ Variety (having a mix of tasks to perform and people to interact with during each day)
- ___ Security (a feeling of stability, no worry; certainty)
- ___ Prestige (being seen as successful; obtaining recognition and status)
- ___ Aesthetics (attractiveness of work environment; contributing to beauty of the world)



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- ___ Morality and ethics (working and living according to a code or set of rules; enhancing world ethics)
- ___ Intellectual stimulation (working in an environment that encourages and stimulates thinking)
- ___ Public contact (working with others, as opposed to working alone or working with objects only)
- ___ Pace (busy versus relaxed working atmosphere)
- ___ Risk (monetary or other risks – e.g., new product development or start-up enterprise)
- ___ Others that are important to you:

List your top five values:
1.
2.
3.
4.
5.

Now, think about your current job. How many of the values you have marked "3" for "very important" are being fulfilled through that job? Your answer gives you a very important insight as to why you may feel dissatisfied with that job.