



Career Values Map
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About this report

This report provides a summary of your responses to the Career Values Scale (CVS). The CVS describes key features of your personal value system as it applies to careers and work. The Career Values Report is designed to provide you with information and advice that is useful for exploring career and work life. When looking at your career or work it is important to think about your values. Career values are aspects of the work world that are important to you. As such they are good indicator of what you will find satisfying and rewarding. Knowing what your career values are will help you decide what kind of job or career you might like to explore or what kind of work environment you might enjoy.

Inside this report are descriptions of ten career values: Service Orientation, Teamwork, Influence, Creativity, Independence, Excitement, Personal Development, Financial Rewards, Prestige and Security. Your report contains descriptions of what is important to you, what your main sources of satisfaction and dissatisfaction are, and suggestions for working with this knowledge.

It will be valuable for you to look at what your career values are now and to identify those that are present or missing in your current career. While this report does provide you with in-depth information, it is important to recognize the no one scale can tell you which career path to follow, so avoid making major decisions based on the results of this one instrument. Planning your career and future should take into account information about you that this report does not provide, such as your abilities, education, skills, previous work and leisure experiences, and your family situation. To benefit fully from this report, consider discussing this information with people who know you well, or a trained career professional.

On the next page you will find the *Career Values Profile* - a graphical representation of your career values. The statements to the left and right provide a description of the kind values that are likely to be held by you. The triangle indicates where on the scale your score is. If the triangle is closer to the left, then the left-hand description is more likely to apply to you. If the triangle is closer to the right, then the right-hand statement is more likely to be descriptive of you. If you are in the middle then you are likely to value aspects of both.

Working with Others

Looking objectively at issues without having to concern yourself about the feelings of others

Service Orientation

1 

Relationships, personal service, providing direct benefits to others

Independent decision making, working by yourself

Team Orientation

5 

Team work, good co-worker relations

Contributing expertise without being in charge

Influence

1 

Influencing people and events

Self-Expression

Practical well-grounded solutions

Creativity

9 

Creativity and originality

Clearly outlined roles and functions

Independence

8 

Being free from the influence of others

Predictability, stability and structure

Excitement

6 

Variety, risk and fast-paced work

Work that uses your present level of knowledge and expertise

Career Development

4 

Personal and professional development

Extrinsic Concerns

Professional satisfaction

Financial Rewards

5 

High salary and financial security

Novelty, variety and change

Security

1 

Security, stability and predictability

Pride in performance

Prestige

1 

Recognition, admiration and status

Working with Others

Every career involves some interaction with people. Your personal values strongly impact both the type and quality of interaction you prefer to have with others. Some individuals prefer an environment that is outgoing and warm, while others prefer a more formal and independent workplace. Knowing your values is important because it influences both the types of personal interactions that you will find satisfying.

Service Orientation



You are likely to feel most comfortable in environments where you can maintain formal relationships with others. Work that you will find satisfying will not require you to assist customers directly, or show sympathy and support. As a result, care giving and customer service jobs may be unsatisfying for you. You are likely to become tired and dissatisfied when required to deal with concerns of people too often. Positions that allow you to take an objective look at issues should be very enjoyable. You will prefer to work in positions where you can concentrate on concrete issues rather than on people issues.

Sources of Satisfaction: Work in which you can look objectively at issues without having to concern yourself about the feelings of others

Sources of Dissatisfaction: Having to deal directly with the concerns of people

Team Orientation



You will be comfortable working in an environment that has a balance of team and independent work. You will feel satisfied where you have the opportunity to work closely with others and to have the opportunity to pursue your own goals. It is likely that you would feel dissatisfied in organizations where you are forced to work independently all of the time. At the same time you are likely to dislike spending all of your time working in groups, teams and committees. For some activities you will prefer working collaboratively for others you would rather work alone.

Sources of Satisfaction: A balanced mix of teamwork and independent work

Sources of Dissatisfaction: Having to work alone all of the time, having to work in groups all of the time

Influence



You are most likely to be satisfied in organizations that allow you to contribute your skills and expertise while letting others worry about the responsibility of being in charge. In general you will be most satisfied in jobs that do not require you to take a leadership role too often. It is not important to you to be in charge. Positions where you have the sole responsibility for all aspects of your job will likely leave you feeling uncomfortable and dissatisfied. You are likely to place a high value on having a collaborative and team based environment.

Sources of Satisfaction: Contributing expertise without being in charge

Sources of Dissatisfaction: High level of responsibility, taking control, influencing people and events

Self-Expression

Each individual approaches work in a unique way. Differences in self-expression can be attributed to how you value creativity, independence, excitement and personal development. Your values in these areas will influence both the types of tasks and work environments that you will find enjoyable and satisfying.

Creativity



You will be most satisfied working in an organization that promotes ingenuity and creativity. People with similar values to yours enjoy developing new ideas, exploring unconventional approaches and using their imagination. You will not be particularly interested in working where you have to spend a lot of your time on the practical, day-to-day aspects of a job. You will prefer a work environment that is supportive of original and ingenious solutions to problems. The types of work you will enjoy will require creativity and innovation, and will allow you to use your curiosity to identify and evaluate new ideas.

Sources of Satisfaction: Solving problems, using your creativity and originality

Sources of Dissatisfaction: Spending time on straightforward day-to-day activities

Independence



You will be most satisfied working in an organization that allows you the freedom to set your own goals and schedule, and which values employees who are self-reliant. People with profiles similar to yours prefer to work without supervision. You are likely to enjoy tasks that can be worked on independently without having to seek advice from co-workers. You will likely feel dissatisfied in occupations where there are many rules and procedures and where you are frequently have to consult with others. The type of work you enjoy will likely allow you to do things in your own way most of the time.

Sources of Satisfaction: Making independent decisions and being free from the influence of others

Sources of Dissatisfaction: Spending a lot of time consulting with others

Excitement



You are most likely to be satisfied in environments where you have a balance of new activities and consistent routines. While you do not mind variety, too much change will probably make you feel uncomfortable. However, if things are too structured or too stable you may seek out interesting new activities to add some excitement to your life. In general you do not mind novelty in the workplace as long as it is introduced slowly. Too much variety or risk-taking will likely leave you feeling overwhelmed.

Sources of Satisfaction: A balance of new activities and consistent routines

Sources of Dissatisfaction: Too much routine or too much change and risk

Career development



You will enjoy working in an environment that offers you some opportunity to develop work related skills. You will not be particularly interested in constantly upgrading your skills and will be quite satisfied in positions where you can work without too much learning or upgrading. Learning for learning's sake is not particularly motivating. However, you will probably enjoy the opportunity to increase your skills and knowledge when you see a direct link to your job.

Sources of Satisfaction: Professional development linked directly to your job

Sources of Dissatisfaction: Development activities not seen as relevant

Extrinsic Rewards

This section looks at the things that motivate you. It examines how you value financial rewards, job security and prestige. Recognizing what motivates you is an important step in identifying ideal occupations and making career exploration and analysis easier.

Financial Rewards



You will probably be most satisfied in an organization that provides you with professional satisfaction and offers you a good salary. You are likely to be willing to take a slightly less well-paid job if you can be assured of learning new skills or using your professional expertise. You are likely to be unsatisfied in an organization that values money over everything else. People with values similar to yours do value material success but are unlikely to feel satisfied where they cannot fully realize their professional dreams.

Sources of Satisfaction: Good salary and professional satisfaction

Sources of Dissatisfaction: Poor salary and no opportunity to use your skills

Security



You place a great deal of value on future possibilities and you are not overly concerned about job security. You are likely to become bored and dissatisfied where everything is predictable and routine. Since you do not particularly value working in an organization that is predictable and stable, you will be comfortable with change and rarely find it stressful. Your adaptability allows you to be effective in work settings where frequent change is the norm. You are likely to be satisfied with a career path where you change organizations and roles frequently

Sources of Satisfaction: Novelty, variety and change

Sources of Dissatisfaction: Routine or predictable work

Prestige



You judge the value of what you do by how good a job you have done rather than the acknowledgement you receive. As such you will be most satisfied working in an organization which values commitment rather than individual recognition. You will likely dislike working in occupations where you are always in the limelight or where others are always seeking recognition. You are unlikely to obtain much satisfaction from personal status or from status symbols. You are likely to enjoy positions that give you a sense of pride based on your performance rather than on the prestige of your occupation.

Sources of Satisfaction: Knowing for yourself that you have done a good job

Sources of Dissatisfaction: Being the center of attention

Sources of Satisfaction

When working with others your main sources of satisfaction are likely to be:

Work in which you can look objectively at issues without having to concern yourself about the feelings of others

A balanced mix of teamwork and independent work

Contributing expertise without being in charge

In the area of self-expression your main source of satisfaction is likely to be:

Solving problems, using your creativity and originality

Making independent decisions and being free from the influence of others

A balance of new activities and consistent routines

Professional development linked directly to your job

Your main sources of satisfaction in the area of extrinsic rewards are:

Good salary and professional satisfaction

Novelty, variety and change

Knowing for yourself that you have done a good job

Sources of Dissatisfaction

When working with others your main sources of dissatisfaction are likely to be:

Having to deal directly with the concerns of people

Having to work alone all of the time, having to work in groups all of the time

High level of responsibility, taking control, influencing people and events

In the area of self-expression your main source of satisfaction is likely to be:

Spending time on straightforward day-to-day activities

Spending a lot of time consulting with others

Too much routine or too much change and risk

Development activities not seen as relevant

Main sources of dissatisfaction in Extrinsic Rewards are:

Poor salary and no opportunity to use your skills

Routine or predictable work

Being the center of attention