



## Your Career Narrative & Values Assessment

1. What is your definition of career success?
2. When you were young, what did you want to be when you grew up?
3. When you were young, who did you want to be when you grew up? Who were your role models other than family (these could be fictional (movie, book, TV, etc., or someone famous)?
4. What would you do if money didn't matter? What job that will bring you joy?
5. What are a few of your accomplishments? Why are they important to you?
6. What is your favourite movie? Tell me the story. What resonates?



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7. What type of magazines, websites and/or books do you like to read? What is it about them that interests you?
8. What are your earliest memories? I'm interested in hearing 2-3 things that happened to you between the age of 3-6. (Just do your best here).
9. How did your parents influence you and your career?
10. What is your favourite motto? Why?
11. What qualities do you admire in people?
12. How do you like to unwind and relax?
13. What would you regret not being or doing in your life?

## **Your Career Narrative & Values Assessment**

14. Of your last two or three jobs, what things or tasks gave you positive energy?
  
  
  
  
  
  
  
  
  
  
15. Of your last two or three jobs, what things or tasks gave you negative energy?
  
  
  
  
  
  
  
  
  
  
16. If you could trade jobs with someone, who would that be and what are they doing? Why?
  
  
  
  
  
  
  
  
  
  
17. From the time you were a teenager, what were your favourite jobs?
  
  
  
  
  
  
  
  
  
  
18. If our responsibility in life is to find who we are and give it back, what is your answer?
  
  
  
  
  
  
  
  
  
  
19. If you have to leave your house every day without choice, where would you go and what would you do?
  
  
  
  
  
  
  
  
  
  
20. Complete the following questionnaire from the University of Pennsylvania and list your top five "Signature Strengths" <https://www.authentichappiness.sas.upenn.edu/testcenter>

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# Work Values Inventory

Values are an important part in the career decision-making process. It is important to select career options which best fit your values. The list below will help you to identify those values that you think will be important to you in your work. Your work values may change as work situations change. It is important to evaluate your work values often. Read each value and decide if it is always important to you, sort of important or not important to you.

Place an “X” in the appropriate box. The definition is there to help you think about the value. If your definition is different, use your own definition when rating the value.

1. The core values that are important to me in my life		Always important	Sort of important	Not important
<b>Achievement</b>	Being able to meet your goals			
<b>Balance</b>	Time for family, work and play			
<b>Independence</b>	Control of your own destiny			
<b>Influence</b>	Able to have an impact on others			
<b>Honesty</b>	Telling the truth and knowing that others are telling the truth			
<b>Power</b>	Control over others			
<b>Respect</b>	Care and trust of self and others			
<b>Spirituality</b>	Believing in your core beliefs			
<b>Status</b>	Having influence and power over others			

2. I value work environments that are		Always important	Sort of important	Not important
<b>Fast-paced</b>	Work that has many things happening at the same time			
<b>Flexible</b>	Work that is not set to a specific time schedule			
<b>High earnings</b>	Work that has the potential to make a lot of money			
<b>Learning</b>	Work that is intellectually challenging to me			
<b>Location</b>	Work that is in a convenient place and an easy commute			
<b>Predictable</b>	Work where you know what is going to happen day after day			
<b>Quiet</b>	Work where there are few disruptions throughout the day			
<b>Relaxed</b>	Work where there are few pressures to get things done			
<b>Structured</b>	Work where it is organised and has a specific set time			
<b>Time freedom</b>	Work where you set your own schedule and plan how and when you do your work			

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3. I value work interactions with co-workers who support:		Always important	Sort of important	Not important
<b>Competition</b>	Work where you compete with others			
<b>Diversity</b>	Work where there are people with different ethnic backgrounds			
<b>Friendships</b>	Work where you socialise with your co-workers			
<b>Leadership</b>	Work where there are good leaders managing the organization			
<b>Management</b>	Work where there is strong management			
<b>Open communication</b>	Work where information is not held back from employees			
<b>Recognition</b>	Work where you are acknowledged for your work and contribution			
<b>Support</b>	Work where you help and support each other			
<b>Teamwork</b>	Work where working together is important			
<b>Trust</b>	Work where you can count on each other			

4. I value work activities that are:		Always important	Sort of important	Not important
<b>Analytical</b>	Work that requires interpretation of data and information			
<b>Challenging</b>	Work that is mentally or physically challenging			
<b>Creative</b>	Work that uses imagination and creative talents to produce results			
<b>Helping</b>	Work that is helping people			
<b>Leading edge</b>	Work on new and innovative products or projects			
<b>Physical</b>	Work that has a lot of physical activity			
<b>Public contact</b>	Work that has daily interaction with the public			
<b>Research</b>	Work that searches for new information			
<b>Risk taking</b>	Work that may be dangerous or risky			
<b>Varied</b>	Work where many different tasks are done during the day			

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### *Your Work Values Profile*

Review the “Always Important” values and choose your top five values. Write the values on the lines below with the most important value first. Check the line which indicates the section the value is from.

4. I value work activities that are:	1	2	3	4
1				
2				
3				
4				
5				

### *My Values Work Story*

Write a paragraph describing how you see your top 5 values being important in your work:

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Note: I would like to acknowledge Dr. Mark Savickas and Forbes Magazine for many of the career questions and to Dr. Donald Super for the Values Inventory Questionnaire.