



**Career Values Scale Report
J. Sample**

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About this report

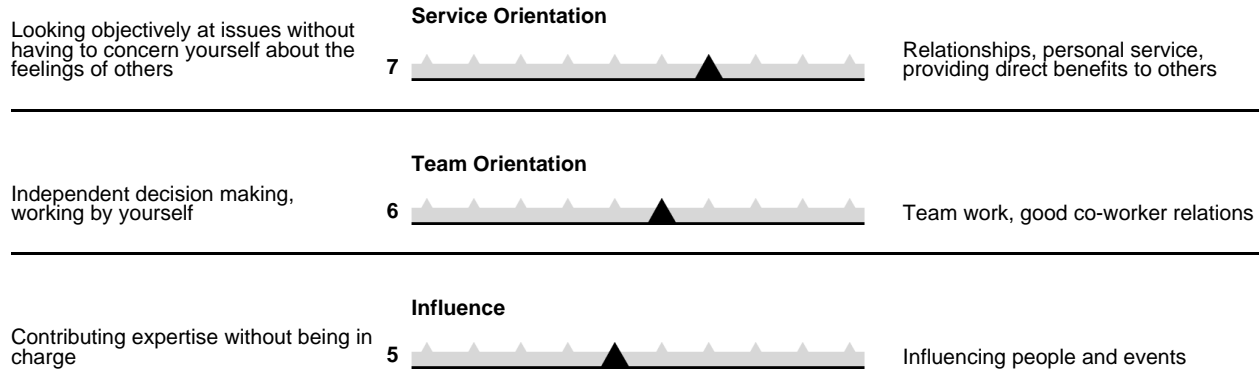
This report provides a summary of your responses to the Career Values Scale (CVS). The CVS report describes key features of your personal value system as they apply to your career and work. The report is designed to provide you with information and advice that is useful for exploring career and work 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.

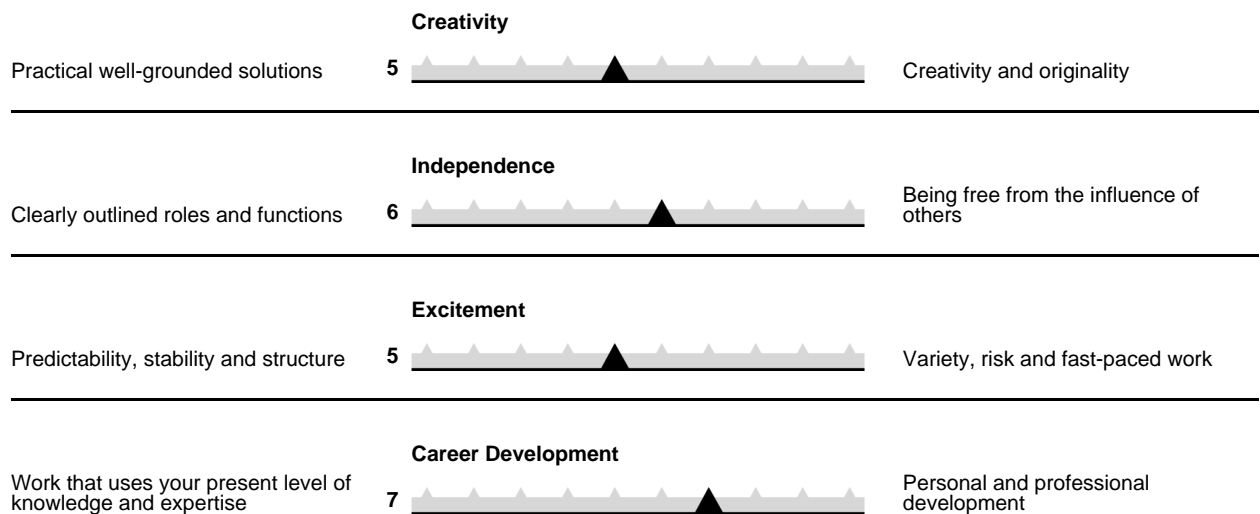
It will be valuable for you to look at your career values and to identify those that are present or missing in your current career. While this report does provide you with in-depth information, it is important to recognize the no one scale can tell you which career path to follow. Planning your career 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 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.

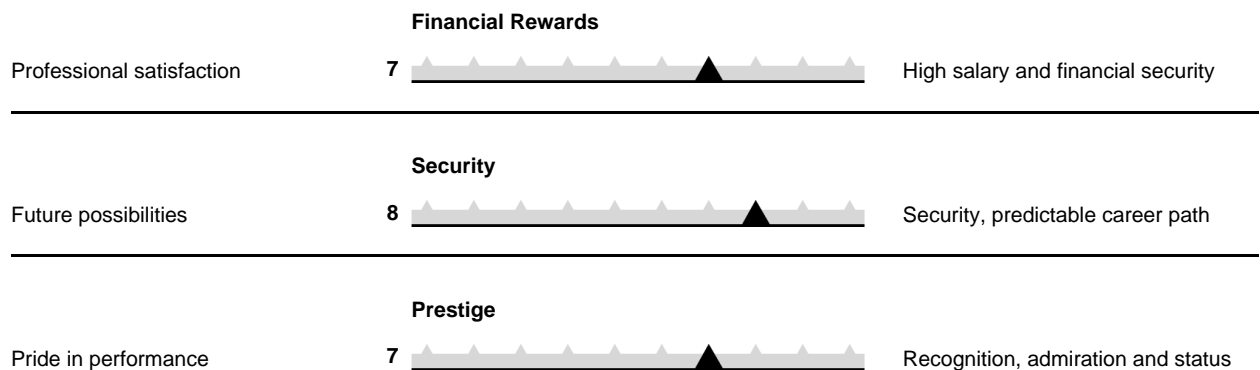
Working with Others



Self-Expression



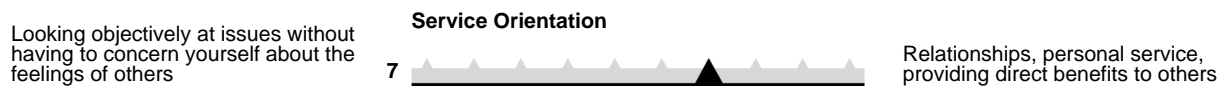
Extrinsic Rewards



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 the types of personal interactions that you will find satisfying.

Service Orientation



You are likely to enjoy working where you can help people with their problems, and are comfortable in situations that require a personal closeness with others. You place a high value on work settings where you can gauge the thoughts and feelings of people. Common examples include care giving and customer service positions. You probably feel best about what you do when you are being helpful to others. You will dislike working where you have to maintain formal relationships with others or be reserved in your interpersonal relationships. You value activities where you have a direct positive effect upon others.

Sources of Satisfaction: Relationships, personal service, providing direct benefits to others

Sources of Dissatisfaction: Work in which you have to maintain formal relationships with others

Team Orientation



You are likely to be satisfied working in an environment that emphasizes teamwork and collaboration. These will be strong motivators for you. You will enjoy working closely with co-workers and clients. Occupations where you can build close relationships with others will be highly satisfying. You value encouragement and encouraging others. You enjoy being with people who you can work closely with. Work environments where you are expected to be highly independent will probably be unsatisfying for you. You do your best work in places that rely heavily on teamwork, networking and relationships

Sources of Satisfaction: Team work, good co-worker relations

Sources of Dissatisfaction: Working alone, no personal contact, poor co-worker relations

Influence



You will be most comfortable in environments where you can take a leadership role in situations that deal with your area of expertise. You are likely to enjoy switching between being a leader or follower depending on the task. You will not enjoy situations where you always have the sole responsibility. Nor will you be completely satisfied where you always have the subordinate role. You will be happy to take charge when you feel it is warranted but you are equally comfortable letting others be the leaders.

Sources of Satisfaction: The opportunity to be in a leadership role where the tasks deal with your area of expertise

Sources of Dissatisfaction: High levels of responsibility in areas where you feel you are not expert

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 enjoy focusing on practical, straightforward solutions and will feel satisfied in occupations where creativity is not a strong requirement. However, you are likely to enjoy the occasional creative challenge. People with values similar to yours enjoy solving problems and like solutions that are both practical and new. You are likely to feel dissatisfied in occupations that expect you to be too unconventional. Jobs where you have to spend all of your time on practical day-to-day activities will be equally frustrating. A balance of creative and practical activities will be preferable to you.

Sources of Satisfaction: A balance of creative and practical activities

Sources of Dissatisfaction: Too much emphasis on either unconventional innovation or practical activities

Independence



You will be most satisfied working in an organization that gives 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 prefer a work environment where you can develop both personally and professionally. You enjoy learning new skills and expanding your expertise. You will be satisfied working in an organization where there is a culture of life-long learning, where there are constant challenges and where you can have an opportunity to develop new skills. You may not like working where you are not encouraged to develop and grow. Your personal and career development is very important to you and you will prefer to work in a job where this can be enhanced.

Sources of Satisfaction: Personal and professional development

Sources of Dissatisfaction: No opportunity to learn new skills or experience novel situations

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 be most satisfied working in an organization where you have enough income to ensure that you can afford life's luxuries. Excellent financial rewards are the key to your happiness and satisfaction. You will likely choose a job with a high salary over a job that offers you opportunities for professional or personal development. You will likely be dissatisfied where you perceive that your income is not in line with your efforts. You will enjoy working in an organization that values financial incentives and where you are paid according to your performance.

Sources of Satisfaction: High salary and financial security

Sources of Dissatisfaction: Poorly perceived financial rewards

Security



You will be most comfortable working in an environment that offers you a consistent career path and a feeling of job security. You are likely to prefer steady and predictable advancement to rapid and unpredictable change. You like using established methods. While you are able to cope with organizational change, any far-reaching change will probably lead you to experience stress and discomfort. You will enjoy working where you feel that you can plan for the future.

Sources of Satisfaction: Secure and predictable career path

Sources of Dissatisfaction: Rapidly changing roles and an unpredictable future

Prestige



You judge the value of what you do by the amount of recognition and acclaim that you receive. As such you will be most satisfied working in an organization where you are publicly recognized as a superior performer. This feeling of satisfaction will be enhanced if you work for an organization that in itself, is well known or is recognized as being amongst the best. You may not like working in an organization where there is little recognition or where hard work goes unnoticed. You will enjoy working where you will be admired for your expertise and where you will be recognized as a role model for others.

Sources of Satisfaction: Recognition, admiration and status

Sources of Dissatisfaction: Lack of recognition or public acknowledgment

Sources of Satisfaction

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

Relationships, personal service, providing direct benefits to others

Team work, good co-worker relations

The opportunity to be in a leadership role where the tasks deal with your area of expertise

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

A balance of creative and practical activities

Making independent decisions and being free from the influence of others

A balance of new activities and consistent routines

Personal and professional development

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

High salary and financial security

Secure and predictable career path

Recognition, admiration and status

Sources of Dissatisfaction

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

Work in which you have to maintain formal relationships with others

Working alone, no personal contact, poor co-worker relations

High levels of responsibility in areas where you feel you are not expert

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

Too much emphasis on either unconventional innovation or routine activities

Spending a lot of time consulting with others

Too much routine or too much change and risk

No opportunity to learn new skills or experience novel situations

Main sources of dissatisfaction in Extrinsic Rewards are:

Poorly perceived financial rewards

Rapidly changing roles and an unpredictable future

Lack of recognition or public acknowledgment

Working with your career values

Putting together a comprehensive career plan with specific goals is one of the most important steps in managing your career successfully. Examining your values will help you determine what your priorities are in your current situation and help you plan for the future. "What is important to you?" is the fundamental question in the career planning process.

First, read through your report a number of times. Pay close attention to what it says about you and highlight the statements you believe describe you best. Second, underline the statements that surprise you.

Having read about your values it will be helpful to complete the following exercises and think about the following questions. This will give you a clearer picture of what is really important to you.

Deciding on your core career values

Choose four or five career values that you feel are essential for you to be satisfied in your career. If you feel you cannot do without a value, it is likely to be a core career value. Your career satisfaction is likely to depend on these values being fulfilled. Write the names of these values below.

My Core Career Values

This exercise should be carried out periodically. Come back to this report in 6 months, re-read the values and complete this exercise again. Did anything change? What changed? Why did they change? What impact have these changes had on your career?

Your current career situation

In this exercise you will look at the satisfiers and dissatisfiers associated with each value. Your task is to look at each pair below and decide which best represents your present situation. Circle the *S* or the *D* when you have decided. Please do this for all values.

Service Orientation - Which of the following best describes your current career situation?

S - Good relationships and providing direct benefits to others

D - Having to maintain formal relationships with others

Team Orientation - Which of the following best describes your current career situation?

S - Good co-worker relations, lots of team work

D - Working alone with no personal contact and poor co-worker relations

Influence - Which of the following best describes your current career situation?

S - Having a leadership role where the tasks deal with your area of expertise

D - Having high levels of responsibility in areas where you feel you are not expert

Creativity - Which of the following best describes your current career situation?

S - A balance of creative and practical activities

D - Too much emphasis on either unconventional innovation or routine activities

Independence - Which of the following best describes your current career situation?

S - Making independent decisions and being free from the influence of others

D - Spending a lot of time consulting with others

Excitement - Which of the following best describes your current career situation?

S - A balance of new activities and consistent routines

D - Too much routine or too much change and risk

Career Development - Which of the following best describes your current career situation?

S - Lots of personal and professional development opportunities

D - Not enough opportunity to learn new skills or experience novel situations

Financial Rewards - Which of the following best describes your current career situation?

S - High salary and financial security

D - Poor financial rewards

Security - Which of the following best describes your current career situation?

S - Secure and predictable career path

D - Rapidly changing roles and an unpredictable future

Prestige - Which of the following best describes your current career situation?

S - Recognition, admiration and status

D - Lack of recognition or public acknowledgment

Now that you have decided on which of the above pairs best represent your current situation, please do the following.

Count the number of Ss and write it below.

Count the number of Ds and write it below.

If you have more Ss than Ds you are likely to be having a positive career experience. Check to see that the Core Values listed on the previous page are Ss. If any of them are Ds then you may still experience some frustration in relation to them. Ask yourself the following questions.

If you have more Ds than Ss then you are likely to be feeling somewhat dissatisfied in your current career situation. This will be especially true if you have a large number of core values classified as D. Ask yourself the following questions.

- Is the career that you have compatible with the values that you hold?
- What are the barriers to satisfaction?
- What is the probability of you having the opportunity to satisfy missing values in your present situation?
- What goals do you have in relation to your missing values?

Conclusion

You can't expect to have all of your values met in your career. One of the secrets of effective career management is finding other ways to fulfill your values which are not being met in your career. Many values can be satisfied in other areas, such as volunteer work, recreational pursuits and participation in groups or clubs.

Create a list of areas to address that will help you improve your work and personal life. Carefully examine your current environment and set some realistic goals for achieving satisfaction. Then consider your future goals and outline adjustments you could make that would enable you to reach them.

While the Career Values Scale outlines a number of areas that can impact your satisfaction and success in life, it is important to recognize that many other variables can also play an important role. The Career Values Scale addresses what you find important in your career, but it does not provide information on your skills, abilities, personality, interests, work experience and specialized training. These also need to be reviewed when determining what you need to acquire to achieve what you desire.