



Values

Your values refer to what you find deeply important in a work environment. Take a look at your results, especially your high scores. For you to experience joy, meaning and purpose in your career, it is really important that these values are satisfied.

Achievement

People with Achievement values want to do something that makes use of their abilities, in which they experience a sense of accomplishment.

- Need to make the most of their abilities on the job.
- Need to feel a sense of accomplishment from their work.

Working Conditions

People who value Working Conditions want to keep busy while at work, appreciate the chance to work independently, like variety on the job, desire pay that compares well with that of other workers, and appreciate steady employment.

- Need have their pay compare well to that of others.
- Need job security and good working conditions.
- Appreciate keeping busy all the time.
- Like having a chance to do different things every day.

Recognition

People who value Recognition want the opportunity for advancement in a job, appreciate getting recognition for their work, want the social status that comes from being viewed as “somebody” in the community, and like the authority to tell people what to do.

- Appreciate having the opportunity to advance in a job.
- Like having other people look up to them.
- Need to have the potential to lead others.

Independence

Those with Independence values appreciate being able to plan their work with little supervision, try out their own ideas, and make decisions on their own.

- Need to do their work on their own and use creativity in the workplace.
- Need the chance to make their own decisions in their work.

Relationships

People who value Relationships desire good friendships with their co-workers, want to do things in service of others, and want to avoid being asked to do work they feel is morally wrong.

People who value Relationships:

- Appreciate having co-workers they get along with.
- Need to be of service to others.
- Need to avoid environments in which they are forced to go against their sense of right and wrong.

Support

Those with Support values want the company to administer its policies fairly, and desire supervisors who back up employees with upper management and who train workers well.

People who value Support:

- Appreciate working for a supportive organization.
- Need to feel comfortable with the management's style of supervision.
- Need to work for supervisors that are competent, considerate, and fair.