

## Module: Career Planning

### Lesson Title: Work Values Assessment

#### Standards

Florida Adult Basic Education Career Planning Standards	Level Expectation
CP.ABE.02 Identify interest, skills, and personal preferences that influence career and education choices.	NRS Levels 1 - 6

#### Interpreting the Standard

1 Standards	2 Skills Included in the Standard	3 Concepts Included in the Standard	4 Through a Particular Context	5 Cognitive Demand/Levels of Thinking	6 Sample Activity
<b>Identify interest, skills, and personal preferences that influence career and education choices.</b>	Identify	interest, skills, and personal preferences	print and internet	DOK 2	Identify interest, skills, and personal preferences that influence career and education choices.

#### Objectives of the Lesson

Students will:

- Complete a work value assessment identifying their work values.

#### Materials

- Student worksheet included in this lesson

#### Instructional Plan

### Overview

In this lesson, students will complete and discuss the work values assessment attached to this lesson plan.

**Work values** are global aspects of work that are important to a person's job satisfaction.

### Process

1. Begin with a discussion describing values and beliefs.
2. Explain that *value* has several meanings. One is the monetary worth of an object or item, how much someone would actually pay for it or, perhaps, how much it would cost to replace it. Another meaning is a more personal measure of worth, such as how important the things, beliefs, principles or ideas are to an individual. Different people value intangible things differently, meaning they have more or less value to each individual. The ideals, beliefs, and principles that are of worth to you shape your values. Our values help define who we are and help determine our behavior. For example:
  - A person who values family cares about their life parents, siblings, and home life.
  - A person who values health may choose a healthy diet, exercise regularly, and avoid using drugs.
  - A person who values excitement may participate in action sports or travel.
3. The next few sessions will help the participants to identify their own values, those intangible things that are very important to them. Display the poster you have prepared and go through each statement, explaining how a person can tell what her or his values are:
  - Your values are things you are for (or against).
  - Your values are things you have chosen freely. No one else can force you to choose your values, although your family and others can certainly influence you.
  - Your values are things you believe in and are willing to stand up for.
  - Your values guide your behavior and your life.
  -
4. Conclude the activity using the discussion points below.
5. Ask students to complete the survey individually.
6. Distribute the work values handout. Review what the categories mean and discuss the suggested jobs for each category. Students can discuss their results with a partner, small group, or whole group.
7. Debrief using the sample questions below.

### Sample Debriefing Questions

#### VALUES:

1. Where do you think we get our values? (Answers include: family, religious teachings, culture, friends, books, media and so on.)
2. Can you think of a value someone else has that you do not share?
3. What is one example of a value you feel is very important?
4. Does anyone have an example of a religious value you hold and have been taught?
5. Which of your values come from your cultural beliefs?
6. What is a value that is widely held in this country and that may be less important in other countries?
7. How important is job satisfaction to you?

8. Discuss the pros and cons of job satisfaction

#### WORK VALUES SURVEY:

In small groups, discuss the following:

- a. What are your primary areas for job satisfaction?
- b. What did others in your group select?
- c. Were there some areas that no one selected?
- d. What did you learn about other people? How is this knowledge useful in the workplace?
- e. What did you learn about yourself?

#### Modifications for Different Levels

- Lower ABE students: read the survey aloud, pair students or record for a learning center
- Graph class assessment results

#### Assessments/Extensions

##### Assessments

There are a variety of evaluation options. The final assessment is the student's career plan.

##### Extensions

Clarifying Your Work Values, Worksheet

<https://studentaffairs.stanford.edu/sites/default/files/cdc/files/Values.pdf>

Interview partners to ask why they selected the values they did. Then, they report to the findings class.

Write a paragraph about what they learned about their value system.

## Work Values Assessment

Directions: Check the items that best describe you.

- 1. I wish I could help homeless people.
- 2. I like doing different, not routine, kinds of things.
- 3. It would be exciting to be famous.
- 4. Family birthday parties are important.
- 5. A high salary is more important than an interesting job.
- 6. I always stick up for my brother/sister or someone younger than me.
- 7. If my friend needed me, I would not worry about finishing my work. I would help my friend.
- 8. I would like to go to new places all over the world.
- 9. It is important for me to try to do the right thing.
- 10. I like winning in sports.
- 11. I always want to have beautiful things around me.
- 12. I tend to always tell the truth.
- 13. It is important to me to be liked/popular.
- 14. I would like to help elderly people or children.
- 15. I wish I could paint beautiful pictures.
- 16. Having a lot of money would make me happy.
- 17. People come to me for advice.
- 18. I like the fact that I am a responsible person.
- 19. If I had money, I would help other people.
- 20. Even if my best friend makes a different decision, I always do what is right for me.
- 21. Independence is really important to me.
- 22. I admire people who have expensive cars and houses.
- 23. I tend to keep friendships for a long time.
- 24. I judge people's self-worth by how much money they have.
- 25. I would not be afraid to travel alone. I would even go around the world alone.
- 26. I would like to succeed in my own business and not work for anyone else.
- 27. I would like to associate with famous people.
- 28. I like being a leader.
- 29. I would like to be a famous writer because I like making up stories.
- 30. I choose my clothes carefully, because colors affect how I look and feel.
- 31. If I get bored, I quickly change what I am doing. I do something else.
- 32. If someone were hurt, I would find help right away. I would never just watch or walk away.
- 33. I would rather paint my own design than copy somebody else's.
- 34. I would not feel good about myself if I cheated on a test, even if nobody else knew about it.

**Work Values Assessment Interpretation**

**Directions:** Circle the numbers you checked on the value choices worksheet. Then, brainstorm careers based on your top three work values.

**Helping:** You are very aware of the needs of others and want to do more to make the world a better place.

1                      14                      17                      19                      32

**Adventure:** Adventure is very important to you. You enjoy risks, new people, new things, and new places.

2                      8                      21                      25                      31

**Success:** You want to be well known or famous.

3                      10                      26                      27                      28

**Relationships:** You like people. Your family and friends are most important to you.

4                      6                      7                      13                      23

**Money:** You might choose a good salary over job satisfaction.

5                      16                      22                      24

**Honesty:** You feel it is very important to be trustworthy and always honest.

9                      12                      18                      20                      34

**Creativity:** You like artistic things, such as music, art, and literature.

11                      15                      29                      30                      33

Brainstorm careers based on you top three work values.

---



---



---



---



---



---

## **Descriptions of Work Values**

### **Helping**

If you enjoy helping others, you might be attracted to one of many positions in the service industry. You could be a recreations director, an activities director at a rehabilitation hospital, a psychologist, a physical therapist, or a sales person. The options in this area are unlimited.

### **Adventure**

You probably want to experience a certain degree of risk in your career. If you enjoy adventure, you will want a lot of excitement in your job! Tour guides, flight attendants, police officers, and firefighters would fit this category.

### **Success (Power)**

Not everyone who falls into this category is a famous movie star or musician. You may enjoy being a local radio or television personality. Often people who fall into this category find ways to be a star in their own work environment and community. Assuming leadership roles is a natural for you, and you enjoy change and seeing your goals accomplished. You may also want to start your own business in which you are the boss or be involved in politics.

### **Relationships (Family)**

Working with others in a team environment will work well for you if relationships are your strong suit. Spending time with friends and family is important to you so you will want a job which allows for personal time. You may want to think of a job that allows flexibility in scheduling your work hours. You may enjoy a career in counseling, childcare, elder care, or public service. You probably would not be happy as a traveling sales representative or a data entry person who works alone.

### **Money (Wealth)**

The amount you earn is a primary motivator when this is your highest scoring category. Often these careers require many years of education and hard work. They usually begin to pay off in middle age. Those fitting in this category need to especially think of how to balance interests while devoting time to education and further career development.

### **Honesty**

You are the kind of employee who will focus on the laws and policies which govern society and the workplace. You may find yourself working for a nonprofit organization or other institutions where it is especially important to be honest, such as banking and finance. Other careers that fit into this category are those careers that help others examine their values such as careers in the clergy. Other examples in this area include: parole officer, counselor, accountant, and tax auditor.

### **Creativity**

Creativity is a skill that is used in many career fields. Decorating homes, designing buildings and landscapes, drawing, painting, and writing are all forms of creativity. Creativity is also required in jobs that involve problem solving and planning.