

Welcome!

Dear Coach,

Thank you for downloading this evidence-based exercise!

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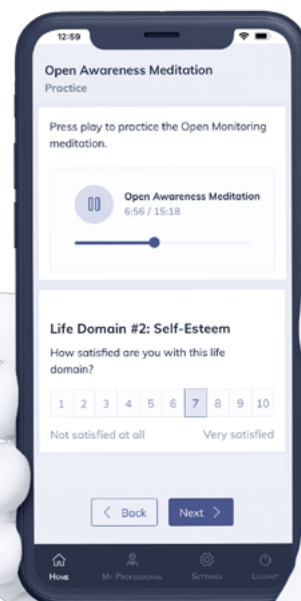
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Warm regards,



Hugo Alberts, Ph.D.
Co-Founder of Quenza





Your Work Values

Topic: Values • Type: Exercise • Duration: 30 mins



Background

This exercise is grounded in several psychological theories and empirical research findings related to values and career development. The importance of values in career decision-making is supported by the work of Brown (2002), who emphasizes the role of values in career and life role choices. The use of imagined scenarios, such as the farewell speech in this exercise, aligns with the narrative approach to career counseling proposed by Savickas (2012), which suggests that individuals construct their careers through personal stories. The concept of value congruence between personal values and work environment, explored in the final part of the exercise, is supported by the research of Kristof-Brown et al. (2005), who found that person-organization fit significantly impacts job satisfaction and intention to quit. The focus on self-reflection and personal meaning-making in this exercise is consistent with the constructivist approach to career development, as discussed by McMahon and Patton (2006). Finally, the emphasis on aligning work with personal values resonates with the concept of calling, which Dik and Duffy (2009) have linked to increased job satisfaction and life meaning.



Goal

The goal of this exercise is for clients to identify and clarify their core work values, understand how these values have influenced their career decisions and behaviors, and evaluate how well their current work situation aligns with these values. By engaging in this reflective process, clients will be better equipped to make career decisions congruent with their personal values, potentially leading to increased job satisfaction and overall well-being.



Advice

- This exercise is suitable for clients at any career stage but may be particularly beneficial for those considering a career change or feeling unfulfilled in their current role.
- Allow sufficient time for reflection, particularly during the imagined farewell speech section. If needed, consider breaking the exercise into multiple sessions.
- The process of identifying values can evoke strong emotions. Be prepared to provide emotional support and maintain a non-judgmental stance.
- Guide clients to be specific when describing their values and how they manifest in their work life.
- Help clients balance aspiring to their ideal value-aligned career and recognizing practical constraints.



References

- Brown, D. (2002). The role of work and cultural values in occupational choice, satisfaction, and success: A theoretical statement. *Journal of Counseling & Development*, 80(1), 48-56.
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Your Work Values

Introduction

Have you ever wondered why some work feels deeply satisfying while other tasks leave you feeling drained or unfulfilled? The answer often lies in our personal values - those core beliefs and principles that guide our decisions and shape our lives.

This exercise is designed to help you uncover and understand your personal values, particularly as they relate to your career. Think of it as a journey of self-discovery, where you'll explore what truly matters to you in your work life.

Why is this important? Because when our work aligns with our values, we're more likely to feel motivated, satisfied, and fulfilled. On the flip side, when our job conflicts with our values, we might feel stressed, disconnected, or unhappy.

Through this exercise, you'll:

1. Identify your core personal values
2. Understand how these values have influenced your career choices and behaviors
3. Evaluate how well your current work situation aligns with your values
4. Gain insights to guide future career decisions

Understanding Values



Values are deeply held beliefs that influence your behavior and decision-making. They are the principles that you stand by, no matter the situation. Your values reflect what is most important to you and can be a source of motivation and direction.

Think of values as your internal compass. They help you navigate through life's challenges and opportunities, ensuring that you stay true to yourself. When your actions align with your values, you feel a sense of integrity and satisfaction. On the other hand, when your actions conflict with your values, you may feel discomfort or dissatisfaction.

Here are some common examples of values:

- **Integrity:** Valuing honesty and having strong moral principles. If integrity is one of your values, you always strive to be truthful and do the right thing, even when it's difficult.
- **Compassion:** A deep concern for the well-being of others. If you value compassion, you are empathetic and strive to help those in need.
- **Excellence:** A commitment to doing your best and striving for high standards. If excellence is important to you, you consistently seek to improve and achieve quality in your work and life.
- **Respect:** Valuing the dignity and rights of others. If you hold respect as a value, you treat everyone with consideration and fairness.
- **Responsibility:** Taking ownership of your actions and their impact. If you value responsibility, you are dependable and accountable for your decisions and behaviors.
- **Creativity:** Emphasizing innovation and original thinking. If creativity is one of your values, you seek new ideas and solutions, and enjoy expressing yourself in unique ways.
- **Courage:** The willingness to face challenges and take risks. If courage is a value you hold dear, you stand up for your beliefs and take action despite fear or uncertainty.
- **Collaboration:** Valuing teamwork and working well with others. If collaboration is important to you, you prioritize cooperation and collective effort to achieve common goals.
- **Justice:** A commitment to fairness and equity. If justice is one of your values, you advocate for the rights of others and work to create a just society.
- **Growth:** A focus on personal and professional development. If you value growth, you seek out opportunities to learn and expand your skills and knowledge.

To better understand the concept of values, let's look at three examples: Maria, David, and Sarah.

Maria loves reading and has seen how literacy can transform lives. Growing up in a community where many adults struggled to read, Maria's value of **empowerment** through education became clear. She believes everyone deserves the chance to read and that literacy can break the cycle of poverty.

David is an engineer with a passion for the environment. He has always been driven by his value of **sustainability**. David's commitment to protecting the planet for future generations defines his actions and decisions. He believes that innovative solutions in renewable energy can make a significant impact on climate change.

Sarah is a software developer who noticed the gender disparity in the tech industry. Her value of **equality** drives her to create opportunities for women in technology. Sarah is dedicated to mentoring and supporting women entering the field, ensuring they have the resources and support they need to succeed.

Imagine Your Farewell Speech



Close your eyes and imagine it's your last day of work. You are retiring or moving on to a new chapter in your life. A colleague is about to give a farewell speech in your honor.

Picture your colleague standing in front of your coworkers. What do you hope they will say about you? Consider the following questions to guide your thoughts:

1. What achievements do you want to be remembered for?
2. How do you hope you treated your colleagues and clients?
3. What kind of impact did you make on the company or community?
4. How did you handle challenges and setbacks?
5. What values and principles did you uphold throughout your career?
6. What kind of relationships did you build at work?

Write down the farewell speech you would love to hear. Be detailed and specific about the qualities, values, and accomplishments you hope to be recognized for.

Now, take a look at your speech and identify up to 5 key values that stand out. These might include integrity, dedication, teamwork, innovation, compassion, leadership, or any other qualities that are important to you. For each value, ask yourself:

- Why is this value important to me?
- How has this value influenced my actions and decisions at work?

Value #1:

This value is important to me because:

This value has influenced my actions and decisions at work in the following ways:

Value #2:

This value is important to me because:

This value has influenced my actions and decisions at work in the following ways:

Value #3:

This value is important to me because:

This value has influenced my actions and decisions at work in the following ways:

Value #4:

This value is important to me because:

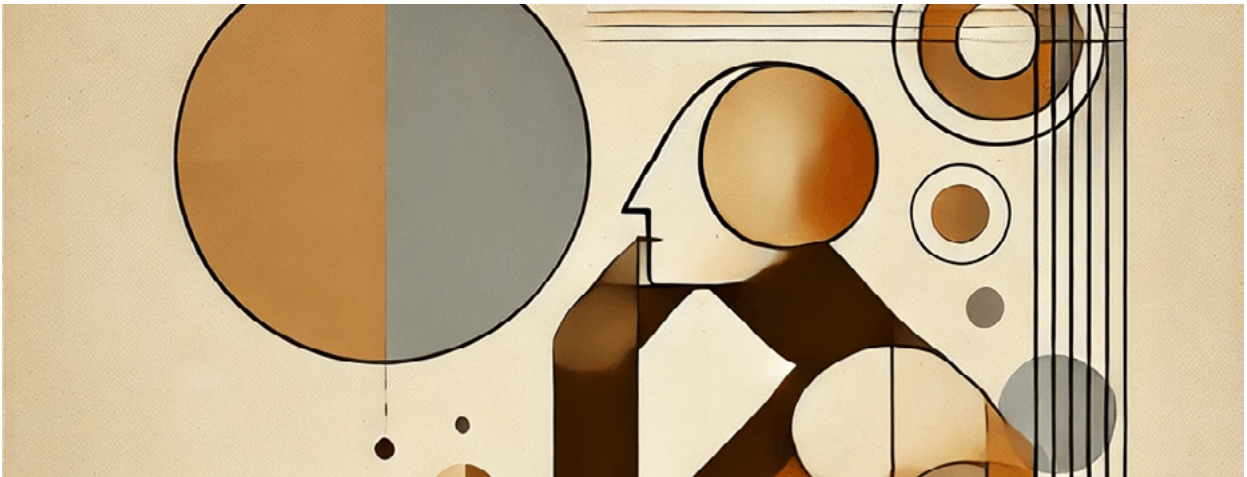
This value has influenced my actions and decisions at work in the following ways:

Value #5:

This value is important to me because:

This value has influenced my actions and decisions at work in the following ways:

Evaluate Your Current Work Situation



Reflect on your current job. How well does it align with your core values?

Are there gaps where your values are not being met?

If there are gaps, what changes can you make to better align your work with your values? This might include seeking new responsibilities, changing your work environment, or even exploring new career opportunities.

End of Exercise

Congratulations on completing this exercise.

You've taken an important step in understanding yourself and what truly matters to you in your career. By identifying your core values and reflecting on how they align with your work, you've gained valuable insights that can guide your future career decisions.

Your values are uniquely yours. They reflect your experiences, beliefs, and aspirations. There's no need to compare them to others or judge them. Instead, consider how you can use this newfound self-awareness to create a more fulfilling work life.

As you move forward, keep these values in mind when making career decisions, setting goals, or evaluating job opportunities. Ask yourself: "Does this align with what's truly important to me?"

It's also worth noting that values can evolve over time. You might want to revisit this exercise periodically, especially during times of significant life changes or career transitions.

Thank you for engaging in this process of self-discovery.