



Career Center
Lewis & Clark College
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WORK VALUES INVENTORY

Identifying the values you think will be most important to your work is the first step toward finding a career that is congruent with your personal core values. The list below provides a starting point to start your brainstorming. Read each value and decide if it is always, sometimes, or never important to you and mark the appropriate box. Use the blank boxes to add your own values that are not on the list. Finally, compile a list of your top ten most important values.

	Level of importance				Level of importance		
Work value	Always	Sometimes	Never	Work value	Always	Sometimes	Never
Diversity				Innovation			
Moral fulfillment				Environment			
Helping others				Making decisions			
Creativity				Accelerating change			
Independence				Flexibility			
Recognition				Excitement			
Honesty and integrity				Precise work			
Work-life balance				Aesthetics			
Influential				Stability			
Family				Supervision			
Spirituality				Practicality			
Fun and humor				Fast pace			
Working alone				Competition			
Community				Physical challenge			
Location				Adventure			
Friendships				Structure			
Time freedom				Working with others			
Indoors				Leadership			

	Level of importance				Level of importance		
Work value	Always	Sometimes	Never	Work value	Always	Sometimes	Never
High earning potential				Team work			
Intellectual status				Coaching			
Challenging problems				Organization			
Affiliation				Empathy			
Learning				Analysis			
Slow pace				Creating designs			
Professional				Performing			
Innovation				Writing			
Repetition				Public speaking			
Outdoors				Security			

My top 10 work values – narrow down the items you listed as “always” to your most important values

- 1.
- 2.
- 3.
- 4.
- 5.
- 6.
- 7.
- 8.
- 9.
- 10.

Now that you know your top values, you can seek out opportunities that will integrate them. Closely read job and internship descriptions to locate these values in action.