

Sam Example



Career values

Career values are aspects of the job or the working environment that are important to you because they reflect your personal values. They stand for what you believe in and what motivates you in your work. Career values encompass many different things. A career value that's very important to one person may have little to no meaning to someone else. As such, career values are a highly personal matter.

You have identified the work aspects that you value most – we call these your most important career values. The more your work reflects the career values that matter to you, the more satisfaction you'll get from your work and the more you'll enjoy it.

Your career values pyramid



Explanation

I like concrete projects and being myself is important to me.

Work

To me it is important to make a difference for customers, to have results on a day to day basis. I like having full responsibility and be able to work independently. Being yourself is crucial to get the most out of your talent and to stay inspired and healthy.

The colours explained

There are different categories of career values based on people's main motivations. Perhaps your values have a lot in common, or they might in fact be very different.

Innovation and creativity

Innovating	Doing or creating new things
Improving	Improving and enhancing work/work opportunities
Creativity	Creating something in one or more art forms
Improvising	Improvising in new situations
Problem-solving	Analysing and solving complex problems

Career

Networking	Networking with people who are important to your work and career
Success	Performing well and achieving success
Moving up at work	Having career opportunities and achieving your ambitions
Results	Achieving specific results

Security and clarity

Work-life balance	A good work-life balance
Security	Having a steady income and job security
Clarity	Having clear guidelines and working arrangements
Regularity	Knowing what to expect

Learning

Learning	Increasing your knowledge and skills
Expert	Showing professionalism and expertise
Growth	Doing work that contributes to your personal development

Working together

Working together	Working with others frequently
Connected	Being part of a team, department or group, and feeling connected to others
Fun	Having a good atmosphere at work with room for humour and fun
Helping	Being there for others and helping them

Perfection

Perfection	Striving for the best
Quality	Delivering high quality
Accurate	Working accurately with attention to detail
Discipline	Showing dedication and commitment to your work

Ideals

Contribution to society	Contributing to a better society
Ideals	Doing work that contributes to your personal ideals
Sustainable	Dealing with nature and the environment consciously and responsibly
Beauty	Creating or preserving beauty

Autonomy

Autonomous	Working according to your own plan and carrying out tasks independently
Own opinion	Expressing your own ideas and views
Independent	Making your own decisions
Freedom	Being independent and free
Entrepreneur	Being an entrepreneur

Esteem

Impressing others	Your job or the organisation you work for impresses others
Status	Others respect your tasks and responsibilities
Attention	Being the centre of attention
Wealth	Earning money, gaining property, and making a profit

Influence

Being in charge	Being in charge and making strategic decisions
Responsibility	Taking responsibility
Making decisions	Making important decisions
Providing advice	Providing advice and sharing ideas
Influencing others	Convincing others and influencing their opinions and behaviour

Appreciation

Being yourself	Being appreciated for who you are
Appreciation	Receiving positive feedback and appreciation
Being asked	Being asked because others like your work
Remuneration	Attractive material remuneration and extras
Fair	Fairness and honesty in your working environment

Competition

Being better than others	Outperforming others in your work
Competing	Helping your organisation surpass the competition
Battle	Competing with colleagues for best results
Winning	Winning and being part of the winning team

Action and excitement

Excitement and adventure	Exciting challenges and risks at work
Physical activities	Physical effort and being active
Variety	Lots of variety and different activities
Deadlines	Working with deadlines and under time pressure
Action	Being busy and doing lots of things at the same time