

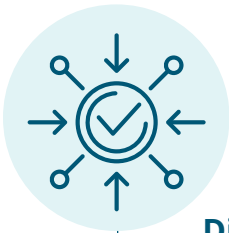
BHMT VALUES DRIVEN WORKSHEET

IDENTIFY YOUR VALUES

Our values are the core principles which give meaning to our lives. When our values are aligned with our work activities and surroundings, we are more satisfied. When they are not aligned with our work, we tend to be less contented with our lives.

There is an important and dynamic relationship between our individual values and those of the groups and organizations in which we work and spend most of our time. We have a greater chance of being satisfied and effective in our work when we can identify our own unique pattern of values and understand how they may or may not match those of the organization(s) with which we work. This instrument is designed to help you identify your values and create values-driven work.

Name:



Directions:

On the next two pages are lists of values grouped in four areas. Read the questions for each area. Using the introductory question as your guide, decide how important each value is to you using a scale of 1-4 as follow:

- 1 = not important in my work**
- 2 = sometimes important in my work**
- 3 = often important in my work**
- 4 = always important in my work**

Click the box which represents the importance of each value to you. Feel free to add a value that is not listed in the boxes labeled "other."

WORK ENVIRONMENT

What **working conditions** provide an optimum environment in which I can do my best work?

	1	2	3	4
Aesthetically pleasing				
Autonomous				
Benefits				
Comfortable income				
Excitement				
Fast-paced				
Flexible				
High earnings				
Learning				
Other:				

	1	2	3	4
Location				
Personal Safety				
Predictable				
Quiet				
Relaxed				
Sense of Community				
Structured				
Time Freedom				
Security				
Other:				

- 1 = not important in my work**
- 2 = sometimes important in my work**
- 3 = often important in my work**
- 4 = always important in my work**

WORK RELATIONSHIPS

What **characteristics of interaction** with others in my workplace are most important to me?

	1	2	3	4
Caring				
Competition				
Cooperation				
Diversity				
Friendships				
Fun				
Harmony				
Individualism				
Other:				

	1	2	3	4
Leadership				
Loyalty				
Management				
Open Communication				
Recognition				
Support				
Teamwork				
Trust				
Other:				

INTRINSIC

What **motivates** me to truly love my work day after day?

	1	2	3	4
Achievement				
Balance				
Belonging				
Commitment				
Contributing				
Environmental awareness				
Equality				
Giving to Community				
Honesty				
Other:				

	1	2	3	4
Independence				
Influence				
Integrity				
Power				
Respect				
Responsibility				
Self-respect				
Spirituality				
Status				
Other:				

- 1 = not important in my work**
- 2 = sometimes important in my work**
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WORK CONTENT

What makes my **work activities** most **satisfying and engaging** to me?

	1	2	3	4
Adventuresome				
Advocacy				
Analytical				
Challenging				
Conceptualizing				
Creative				
Decision-making				
Detailed				
Helping				
Other:				

	1	2	3	4
Initiating				
Leading-edge				
Organizing				
Physical				
Problem-solving				
Public contact				
Research				
Risk-taking				
Variety				
Other:				

VALUES-DRIVEN WORK RECORD SHEET

List your values in the appropriate box. Indicate the value area in the small column on the left.

IV = Intrinsic Values

What motivates me to truly love my work day after day ?

WC= Work Content Values

What makes my work activities most satisfying and engaging to me?

WE= Work Environment Values

What working conditions provide an optimum environment in which I can do my best work?

WR= Work Relationship Values

What characteristics of interaction with others in my workplace are most important to me?

Always Important in my Work	

Often Important in my Work	

Sometimes Important in my Work	

Not Important in my Work	

YOUR VALUES PROFILE

Review all of the values you marked on the previous pages. Choose your overall top ten values. Write your top ten values in priority order in the spaces provided below. Describe each value in your own words, in a way that has meaning for you.

Example:

	Values	Value Area	Specific Meaning to Me
1	<i>Flexible</i>	<i>WE</i>	<i>Opportunity to structure my own work hours</i>
2	<i>Recognition</i>	<i>WR</i>	<i>Acknowledged by others for my own work and contribution</i>

My Top 10 Values

	Values	Value Area	Specific Meaning to Me
1			
2			
3			
4			
5			
6			
7			
8			
9			
10			

SUMMARY

Which of the four Value Areas was the strongest in your top value list?

What insights does this give you about what is most important to you in your work?

In your current work, which of your top ten values are being satisfied?

Are there any areas in which you could improve your level of satisfaction?