

Value Sort

Alignment of your values -- what is important to you -- to your lifework is essential to finding meaning and satisfaction. This includes what is important regarding what you do, how you do it, where you do it, with, and/or for whom. In fact, value mismatch is a major cause of career dissatisfaction.

Use this value sort to clarify and set priorities for what is important to you in a lifework. Rate the 48 values according to how important the value is to your lifework satisfaction. Sort the values into the following categories:

- 3 = Most Important
- 2 = Somewhat Important
- 1 = Not Important

Only **five** values can be rated “Most Important” in order to help you set priorities for your key values.

Add any important value is not represented for you. Be sure to define what that value means for you.

3-2-1	Values
	1. Job Tranquility – A job and work setting that are not under constant pressure
	2. Work Under Pressure – Working under time constraints and other demands, with little room for error
	3. Precision – Tasks with exact specifications that require accurate attention to detail
	4. Wisdom – Pursuing new truths and understandings
	5. Affiliation – Being a member of a particular organization
	6. Honesty and Integrity – Working where honesty and integrity are prized
	7. Learning Challenges – Having to learn and master tasks quickly
	8. Tradition – Work or work setting that reflects social traditions
	9. Diversity – Working with people of different religions, ethnicities, and racial or social backgrounds
	10. Practicality – Work that produces a practical or useful result
	11. Supervision – Being responsible for the work of others

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	12. Knowledge Discovery – Generating information and new ideas; working in research and development
3-2-1	Values
	13. Advancement – Opportunity to get ahead rapidly and attain seniority for work well done
	14. Adventure – Frequent risk-taking and change
	15. Aesthetics – Being surrounded by beauty; creating beauty
	16. Authenticity – Being real; being myself
	17. Balance – Time for personal and/or non-work activities
	18. Challenge – Problem solving and trouble shooting
	19. Competence – Being highly proficient; being known as an expert in the field
	20. Competition – Pitting my abilities against those of others
	21. Control – Power and authority to direct others
	22. Creativity – Opportunity to be original and generate ideas
	23. Flexibility – Working according to my own time schedule
	24. Friendship – Being part of a group or team; having friends in the workplace
	25. Fast Pace – A constantly changing and busy environment
	26. Fun – Having fun at work
	27. Growth – Opportunity to expand skills and knowledge
	28. Health – Circumstances conducive to physical, mental, and emotional health
	29. Independence – Determining the nature of my work without significant direction from others
	30. Safety – Protection from harm and injury
	31. Influence – Being in a position to change attitudes or opinions of others
	32. Helping Society – Contributing to the greater good; making a difference in society
	33. Leadership – Directing and influencing others
	34. Location – Workplace that is geographically convenient and/or allows me to live in a place conducive to my lifestyle
	35. Decision Making – Power to decide a course of action, policies, etc.
	36. Moral Fulfillment – Feeling my work is contributing significantly to a set of moral standards I feel are important

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	37. Mobility – Opportunity to travel or be out of the office
	38. Physical Challenge –Work that involves using bodily strength
3-2-1	Values
	39. Public Contact – A lot of daily interaction with people
	40. Recognition/Respect – Being known and having my work acknowledged
	41. Security – Being assured of keeping my job; a stable work setting
	42. Helping Others – Witnessing how my work helps others
	43. Status – Having a high-level, prestigious position
	44. Variety and/or Change – Variety of activities in my day
	45. High or Potentially High Earnings – Compensation that enables me to purchase luxuries
	46. Work Alone – Projects to do by myself without significant contact with others
	47. Work with Others – Working as a team toward common goals and/or having co-workers with whom to interact
	48. Excitement – High degree of stimulation or drama on the job
	49. _____
	50. _____
	51. _____
	52. _____
	53. _____

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My top five “Most Important” values:

1. _____
2. _____
3. _____
4. _____
5. _____

Action Steps

1. Write your own definition for each of your top five values. Include examples of how you will know when that value is satisfactorily being met; specifically, what behavioral or observable indicators will there be?
2. For each of your top five values, rate how well each one is currently being met. You can use a five-point rating scale (e.g., 1 = Not at all being met, 2 = Somewhat being met, 3 = Average or adequately being met, 4 = Mostly being met, and 5 = Met very well), or come up with your own scale.

An online version of this value sort is available at
<http://oca/cce/umn.edu/prototypes/cardsorts/values>)

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