Workplace Values

What matters most to you and the organizations you choose?
Thank you for viewing the online curriculum brought to you by Arapahoe/Douglas Works!

- If you have questions and/or would like to follow-up with a Career Services Advisor please fill out a brief form for a virtual consultation.
Objectives

- Gain an understanding of what values are, and why they are important in choosing your next career.
- Identify your top 5 values.
- Share your values with your peers and receive feedback about how they might inform your next career move!
WORKPLACE VALUES
What are Values?

Values are freely chosen life directions. They act like a compass that provides guidance and direction, keeping you on track to a life filled with meaning and purpose.
Freely Chosen

- Authentic and based upon what YOU consider truly important

- Represent what you want to stand for, how you want to interact with the world, and what sort of strengths and qualities you want to develop

(Harris, 2009)
Life Directions

- Not discrete end points

- Continuous process and way of living that help guide you as you accomplish various goals to live out a meaningful life.
Goals vs. Values

- Tangible achievements or checkpoints we reach
- The individual pieces that make up the picture we want to paint with our life
- Can’t be achieved in the moment—keep us focused on the future
- Goal: Finishing a marathon
- Goal: Getting married

- Compass that guides us in the direction we choose
- Are the ‘glue’ holding the picture together
- Can be lived in the ‘here and now’
- Value: Health/Fitness
- Value: Relationships
What are your top 5 values?

• Achievement
• Independence
• Recognition
• Relationships
• Support
• Good working conditions
• Good pay
• Good benefits
• Variety and change
• Helping others
• Feeling respected
• Making a difference
• Sustainable environment

• Fun
• Flexibility
• Freedom
• Working from home
• Choosing your hours
• Time off
• Autonomy
• Family time
• Travel
• Aesthetics
• Taking risks
• Other ???
Work Values Inventory

• This inventory asks you to consider:
  • Core values
  • Work environments
  • Work interactions
  • Work activities

• Take a few minutes to complete the inventory

• Name your top five values upon completion of the inventory
Giving and getting advice

• We will split into groups.

• Take five minutes to tell your group about your values and how they look at work, then be silent.

• The rest of the group has five minutes to give you advice, but remember – your mission here is to LISTEN, not talk. We want you to get ideas.
What types of values are most important?

• How many of you had core values as the majority of values you chose?
• How many had work environments as the majority of values you chose?
• How many of you had work interactions as the majority of values you chose?
• How many had work activities as the majority of values you chose?
Reflection

• Did you gain any insight into what is important to you in the workplace?
• Did your workshop partners provide you with insight?
• How does this impact your job search?
• How will this impact the next position you choose?
Why are values important?
Make sure you know how your values will mesh with the organization you are joining.
Workplace Values

• Being accountable.
• Making a difference.
• Focusing on detail.
• Delivering quality.
• Being completely honest.
• Keeping promises.
• Being reliable.
• Being positive.
• Meeting deadlines.
• Being a great team member.
• Respecting company policy and rules, and respecting others.
• Showing tolerance.
Organizational Values

What are the values of these organizations?

• Amazon  https://www.aboutamazon.com/working-at-amazon/our-leadership-principles

• Davita  https://www.davita.com/about

• iLending  https://ilendingdirect.com/our-values/
Wrap Up

- Share your values with your friends, family, and other members of your network to continue receiving feedback
- Search career options that match your values
Evaluation time

Please complete the online evaluation of this program so we can improve our services to you.

Scoring:
1 is a low score
5 is a high score