

LIFE AND WORK REWARD VALUES

Career decisions are not made in a vacuum. You will need to consider both life style considerations as well as work reward values. The following are questions that can help you start reflecting on life style considerations and work reward values that may affect your decision.

LIFE STYLE CONSIDERATIONS

1. Do you have a preferred geographic location?
2. Do you have a partner that is a part of the consideration?
3. What is your preferred starting salary?
4. What is your idea of work-life balance?
5. What are your long-term financial goals?

WORK REWARD VALUES

Work Reward Value	Include (yes or no)	If yes, priority (1=most important)
Affiliation: It is important to me to build strong working relationships and work in a team environment.		
Autonomy: It is important to me to have control over my work direction and how I accomplish my goals.		
Financial Gain: It is important to me to be recognized through monetary achievement.		
Influence: It is important for me to have power in guiding the organization and have direct impact on direction.		
Intellectual Challenge: It is important for me to be challenged in my work and to be stimulated intellectually.		
Lifestyle: It is important for me to have an established routine that allows me to accomplish a certain way of life.		
Managing People: It is important to me to be in a position to lead a team.		
Mission: It is important to me that my values align with the mission of the organization.		
Positioning: I am willing to take a position that will lead me to my ultimate career.		
Prestige: It is important to me that the organization that I work for has a strong reputation in the field.		
Recognition: It is important to me that my accomplishments are acknowledged.		
Security: It is important for me to know that I have a secure work environment that has some immunity to economic volatility.		
Variety: It is important to me that my job includes a change and an assortment of responsibilities.		