



Coaching cards – Work values


At CMCBP we are sharing our coaching cards that we use with individual coaching clients to help support your own career development journey. Please feel free to print your coaching card and use for this reflection exercise

This coaching card is to help you support a reflection exercise on your work values

WORK VALUES

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Top 8 Work Values

1. 

2.

3.

4.

5.

6.

7.

8.

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Values are beliefs and convey what is important to people in their lives. Understanding your values helps you to focus as they serve as a standard or a criteria for your life as they reflect what a person finds desirable or good and refer to their real desirable goals.

Values affect perceptions, attitudes, and behaviour so understanding them aids with our decision making process and by distilling our values helps us to focus. The benefits of spending time on working out your personal values include

- You will be much more likely to succeed in your chosen career if you are doing work that you believe in
- You will have a clear direction for not only your career but also your life.
- Decision making processes will be easier.
- You will be able to achieve not only success, but also satisfaction from your professional life You are more likely to succeed in a career if you do something you value
- Knowing your personal values means you will be more likely to choose work that you believe in
- Increase your satisfaction

Values are ordered by importance and are usually internal to us so can be below our normal conscious level. Everybody's values will differ as they are affected by our own personal perceptions of events and experiences

Take a moment to consider the values that guide your life and then review the list of work values on the following list. Think which are the most important values to you and your career. You should pick no more than 8 core values. Once you have picked your 8 then put them in order of importance on the coaching card.

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Work Values (Hopson & Ledger, 2009)

Promotion: You like to work where there's a good chance of promotion and aspire to high achievement.

Helping society: You like to think that your work will make a contribution to the community, to society or the world.

A well known organisation: You like being part of a well know organisation.

Artistic: You appreciate art, music, design, books, film, theatre, film, etc.

Place of work: Where you work is important to you.

Status: You prize being held in high esteem for your qualities and achievements.

Work-Life blend: You want a balance between your paid work and all the other areas of your life.

Precise work: You like working at things that involve great care and concentration.

Friendship: You would or do like close relationships with people you work with.

Security: You like to know your work will always be there for you.

Contact with people: You enjoy having a lot of contact and interaction with people.

Teamwork: You like working with others and collective achievement.

Excitement: You need a lot of excitement in your life.

Making decisions: You like making decisions about how things should be done, who should do it and by when.

Physical challenge: You enjoy doing something that's physically demanding.

Pressure: You like working to deadlines and a fast pace.

Supervision: You enjoy being responsible for work done by others.

Challenge: You like being stretched and given new problems to work on.

Independence: You like being independent, a free agent, in charge of your own life and options.

Being expert: You like being known as someone with special knowledge or skills.

Money: It matters to you to have a healthy bank balance and significant assets.

Helping others: You like to help other people individually or in groups as part of your work.

Learning: It's important to you to continually learn new things.

Persuading people: You enjoy persuading people to change their minds, buy something, volunteer for something, etc.

Routine: You prefer a work routine that's fairly predictable.

Communication: You enjoy being able to express ideas well in writing or in speech.

Risk: You like to take physical, financial, emotional or intellectual risks.

Time freedom: You prefer to be able to choose your own times for doing things.

Peace: You prefer to have few pressures or uncomfortable demands.

Creative: Thinking up new ideas and ways of doing, expressing or representing things is important to you.

Competition: You like competing against other people or groups.

Variety: You like to have lots of things to do and frequent change.

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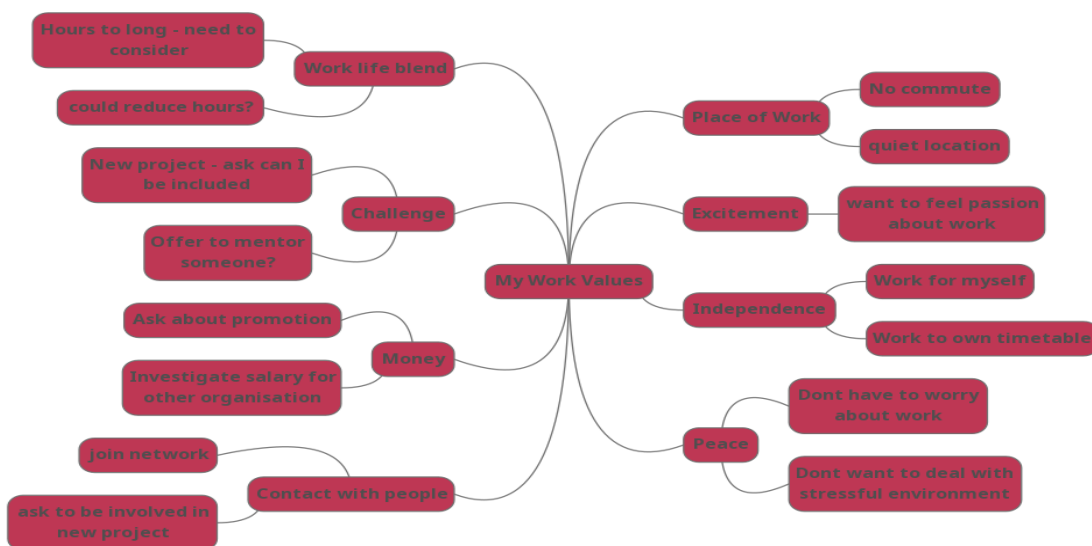
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My Work Values:

1.
2.
3.
4.
5.
6.
7.
8.

Once you have completed your values and put them in order – you can use these to reflect and check on whether your values are being met. You could do this via a mind map like the following example



On this example I have listed 8 possible values and remember each value will have a different interpretation for each person. For example ‘money’ to one person may just mean not having to worry about bills whereas to someone else it might mean they want to be on £100k per year

In the above mind map I have demonstrated two ways of looking at your values. For the values on the left, I have made notes on them to reflect where current work may be lacking any link to these values and where there are possible ideas to build this into work. This will help with crafting your work to be more suited to you

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On the right hand side I have listed values where reflection can show where work is meeting my values. The more we can do this, then the more likely you can find satisfaction in your work. This will also help you if you are looking for a career change in searching and negotiating what is important to you.

You can prioritise your actions based on how you have numbered your values. The ones at the top of your list with guide to deal with them first and make sure they are being met through your work

You can do this exercise as a self-reflection exercise or maybe with a trusted friend. You can also bring it to a coaching or mentoring relationship you already have

We hope you found this exercise useful

If you have any questions, then please contact us at coaching@cmcbp.co.uk

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