



ASSESSING WORK VALUES

Whole Person Assessment—Work Importance

OVERVIEW:

The Work Values assessment evaluates an individual's occupational work values or what he/she thinks is important at work. Work Values serves as a valuable piece of self-knowledge and career awareness by helping individuals identify work needs and values important to them in their ideal job. In addition it links participants to the entire world of work via the 900 plus occupations found in the O*NET database.



Work Values is based on the Theory of Work Adjustment which was originally developed at the University of Minnesota. This theory states that people derive satisfaction from their work and adjust to their work when:

1. They have the necessary skills and abilities to perform the job well.
2. The job in turn satisfies important needs and values of the worker, such as giving recognition and a safe and comfortable place to work.

There are 21 work needs addressed in the Work Values Assessment. The Work Values Assessment is a computerized (network or stand-alone) assessment and career exploration tool that is self administered on a computer. The assessment measures 6 types of work values:

Achievement

- Ability Utilization
- Achievement

Independence

- Autonomy
- Creativity
- Responsibility

Recognition

- Advancement
- Authority
- Recognition

Support

- Company Policies and Practices
- Supervision, Human Relations
- Supervision, Technical

Relationships

- Co-Workers
- Moral Values
- Social Service

Working Conditions

- Activity
- Compensation
- Independence
- Security
- Variety
- Working Conditions

Work Values results should be used for career exploration and vocational counseling purposes only. Results are designed to assist clients in identifying their work values (i.e., what is important to them in an occupation) and in using them to identify occupations that may satisfy their work values.

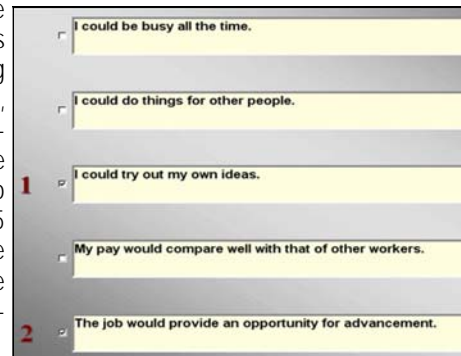


The Work Values Assessment helps individuals identify occupations that they may find satisfying based on the similarity between their work values and the characteristics of occupations.

Work Values

ASSESSMENT PROCESS:

Step 1. The individual is presented with a set of 5 value statements that need to be rated hierarchically. The individual clicks on the statement that he/she feels is most important and a "1" appears in front of the statement. Next, the individual clicks on the 2nd most important statement and a "2" appears. After the individual ranks the remaining three statements, he/she can modify any of the ratings or move to the next set of 5 statements. The individual will see 21 sets of statements.



Step 2. The individual is presented with list of all value statements and is asked to rate whether or not the work value is important or not, independent of the other work value statements. After the two steps are completed the individual can view and print reports. Within the reports it is possible for the individual to explore different jobs in different job zones. Summary and detail reports are available for the jobs. In addition more than 440 career videos can be viewed.

On my ideal job, it is very important that I make use of my abilities.	<input type="radio"/> Yes	<input type="radio"/> No
On my ideal job, it is very important that the work could give me a feeling of accomplishment.	<input type="radio"/> Yes	<input type="radio"/> No
On my ideal job, it is very important that I could be busy all the time.	<input type="radio"/> Yes	<input type="radio"/> No
On my ideal job, it is very important that the job would provide an opportunity for advancement.	<input type="radio"/> Yes	<input type="radio"/> No
On my ideal job, it is very important that I could give directions and instructions to others.	<input type="radio"/> Yes	<input type="radio"/> No
On my ideal job, it is very important that I would be treated fairly by the company.	<input type="radio"/> Yes	<input type="radio"/> No
On my ideal job, it is very important that my pay would compare well with that of other workers.	<input type="radio"/> Yes	<input type="radio"/> No

Reports: Work Values

Work Importance Profiler Report

Name: Mark Arnold
ID: 1

You can think about work values as the aspects of work that are important to you. Your strongest work values are those with the highest scores.

[Click on a work value to see its description.](#)

WORK VALUE	SCORE
Independence	1.10
Relationships	1.10
Support	0.80
Working Conditions	0.80
Achievement	0.70
Recognition	0.70

The results are shown as a score for each of the 6 work values in the Work Importance Profiler. A detail report is available for a further breakdown of the scores. Based on these results, an individual can explore those jobs that are recommended in the different Job Zones.

Reports can be generated by the test administrator or the client/student. All test questions were validated by the US Department of Labor (reliability and validity studies are available).

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Work Values & Needs Detail Report

detail report

The scores represent a picture or profile of your Work Importance pattern. This pattern has been compared to the Work Importance patterns of the O*NET database. Knowing your work values can help you decide what kinds of jobs and careers you might want to explore. The more you know about your work values, the more likely you are to be satisfied with that job. All of your matches can be viewed when you select your Job Zone.

Job Zone 2: Some Preparation

Overall Experience Some previous work-related skill, knowledge, or experience may be helpful in these occupations, but usually is not needed. For example, a drywall installer could benefit from experience in installing dry wall, but an inexperienced person could learn the job fairly easily.


Education These occupations usually require a high school diploma and may require some vocational training or job related course work. In some cases, you may need an associate's or bachelor's degree.

Job Training Employees in these occupations need anywhere from a few months to one year of working with experienced employees.

Examples Drywall installers, fire inspectors, flight attendants, pharmacy technicians, retail salespersons, and tellers.

In these occupations you can often use your knowledge and skills to help others.

The list of occupations in this **Some Preparation Job Zone** are determined by and linked to your responses, and are in the order of preference indicated by your responses. ONET-SOC numbers displayed in green are your strongest matches. These are the occupations that are the most likely to satisfy your interests.

Clicking on a occupation name will link you to detailed information about that occupation on the Internet. When you see this icon  clicking on it will play a short video about that occupation.

OCCUPATION NAME	ONET-SOC #
Library Technicians 	25-4031.00
Reservation and Transportation Ticket Agents	43-4181.02
Order Clerks 	43-4151.00
Hotel, Motel, and Resort Desk Clerks 	43-4081.00
Travel Clerks 	43-4181.01
Helpers--Pipefitters, Plumbers, Pipefitters, and Steamfitters	47-3015.00
Train Crew Members	53-4021.01
Production, Planning, and Expediting Clerks 	43-5061.00
Able Seamen 	53-6011.01

Work Values & Needs Detail Report

Name: Mark Arnold
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The following chart shows the scores of each work value, along with the individual scores of each need represented by that work value, in the order of preference indicated by your responses.

[Click on a work value to see its description.](#)

WORK VALUE	NEED	SCORE
Independence	Autonomy	1.114
	Recognition	0.536
	Working Conditions	0.415
Relationships	Autonomy	1.100
	Independence	0.997

All recommendations are based upon results of the assessment. Those jobs with the highest recommendation have the O*NET code shown in green. An individual can explore jobs in the same Job Zone or higher zones. If an individual is in Job Zone 2 and plans to advance in the future, he/she can see what new options are available due to the increase in training or experience. Further job exploration can be completed using the O*NET links on the report. In addition, some of the occupations have a 1-2 minute video available for viewing.

The reports serve to help the individual identify their best matches in any of the 5 Job Zones. In addition, the reports serve as a spring board for further in depth career exploration. The reports are active which means that the individual can click on any of the recommendation and are immediately connected to the exact location in O*NET that corresponds to their selection. Further exploration can take place if they select the video icon which will launch a brief video that deals with the selected job.

Free Demo

To request demo software, call 888-783-2283 and request a demonstration DVD. The demonstration software is the complete program and valid for 15 consecutive days.



TBS

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