

WORK VALUES INVENTORY

Donald Super

The statements below represent values which people consider important in their work. These are satisfactions which people often seek in their jobs or as a result of their jobs. They are not all considered equally important; some are very important to some people but of little importance to others. Read each statement carefully and indicate how important it is to you.

5 means "Very Important"

4 means "Important"

3 means "Moderately Important"

2 means "Of Little Importance"

1 means "Unimportant"

WORK IN WHICH YOU:

CIRCLE ONE

1.	have to keep solving problems	5	4	3	2	1
2.	help others	5	4	3	2	1
3.	can get a raise	5	4	3	2	1
4.	look forward to changes in your job	5	4	3	2	1
5.	have freedom in your area	5	4	3	2	1
6.	gain prestige in your field	5	4	3	2	1
7.	need to have artistic ability	5	4	3	2	1
8.	are one of the gang	5	4	3	2	1
9.	know your job will last	5	4	3	2	1
10.	can be the kind of person you would like to be	5	4	3	2	1
11.	have a boss who gives you a fair deal	5	4	3	2	1
12.	like the setting in which your work is done	5	4	3	2	1
13.	get the feeling of having done a good day's work	5	4	3	2	1
14.	have the authority over others	5	4	3	2	1
15.	try out new ideas and suggestions	5	4	3	2	1
16.	create something new	5	4	3	2	1
17.	know by the results when you've done a good job	5	4	3	2	1
18.	have a boss who is reasonable	5	4	3	2	1

19.	are sure of always having a job	5	4	3	2	1
20.	add beauty to the world	5	4	3	2	1
21.	make your own decisions	5	4	3	2	1
22.	have pay increases that keep up with the cost of living	5	4	3	2	1
23.	are mentally challenged	5	4	3	2	1
24.	use leadership abilities	5	4	3	2	1
25.	have adequate lounge, toilet and other facilities	5	4	3	2	1
26.	have a way of life, while not on the job, that you like	5	4	3	2	1
27.	form friendships with your fellow employees	5	4	3	2	1
28.	know that others consider your work important	5	4	3	2	1
29.	do not do the same thing all the time	5	4	3	2	1
30.	feel you have helped another person	5	4	3	2	1
31.	add to the well-being of other people	5	4	3	2	1
32.	do many different things	5	4	3	2	1
33.	are looked up to by others	5	4	3	2	1
34.	have good connections with fellow workers	5	4	3	2	1
35.	lead the kind of life you most enjoy	5	4	3	2	1
36.	have a good place in which to work (quiet, calm, etc.)	5	4	3	2	1
37.	plan and organize the work of others	5	4	3	2	1
38.	need to be mentally alert	5	4	3	2	1
39.	are paid enough to live very well	5	4	3	2	1
40.	are your own boss	5	4	3	2	1
41.	make attractive products	5	4	3	2	1
42.	are sure of another job in the company if your present job ends	5	4	3	2	1
43.	have a supervisor who is considerate	5	4	3	2	1
44.	see the result of your efforts	5	4	3	2	1
45.	contribute new ideas	5	4	3	2	1

WORK VALUES INVENTORY RESULTS

SCORE

SCALE

15, 16, 45
----,----,-----=

CREATIVITY: work which permits one to invent new things, design new products, or develop new ideas.
--10---

14, 24, 37
----,----,-----=

MANAGEMENT: work which permits one to plan and lay out work for others.
--12---

13, 17, 44
----,----,-----=

ACHIEVEMENT: work which gives one the feeling of accomplishment in doing a job well.
--10---

12, 25, 36
----,----,-----=

SURROUNDINGS: work which is carried out under pleasant conditions- not too hot or too cold, noisy, dirty, etc.
--10---

11, 18, 43
----,----,-----=

SUPERVISORY RELATIONSHIPS: work which is carried out under a supervisor who is fair and with whom one can get along.
--14---

10, 26, 35
----,----,-----=

WAY OF LIFE: work that permits one to live the kind of life he/she chooses and to be the type of person he/she wishes to be.
--14---

9, 19, 42
----,----,-----=

SECURITY: work which provides one with the certainty of having a job even in hard times.
--9---

8, 27, 34
----,----,-----=

ASSOCIATES: work which brings one into contact with fellow workers whom you like.
--6---

7, 20, 41
----,----,-----=

AESTHETIC: work which permits one to make beautiful things and to contribute beauty to the world.
--3---

6, 28, 33
----,----,-----=

PRESTIGE: work which gives one standing on the eyes of others and evokes respect.
--7---

5, 21, 40
----,----,-----=

INDEPENDENCE: work which permits one to work in his/her own way, as fast or slow as he/she wishes.
--10---

4, 29, 32
----,----,-----=

VARIETY: work which provides an opportunity to do different types of tasks.
--12---

3, 22, 39
----,----,-----=

ECONOMIC RETURN: work which pays well and enables one to have the things he/she wants.
--15---

2, 30, 31
----,----,-----=

ALTRUISM: work which enables one to contribute to the welfare of others.
--6---

1, 23, 38
----,----,-----=

INTELLECTUAL STIMULATION: work which provides opportunity for independent thinking and for learning how and why things work.
--14---

SCORE TOTALS:

1 – 3	is Unimportant	10 – 12	is Important
4 – 6	is Of Little Importance	13 – 15	is Very Important
7 – 9	is Moderately Important		