

Values Clarification Activity

The following list is not meant to be exhaustive, but simply a sample of values to initiate the process of values clarification relating to one's priorities in life. Rate each value on a scale of -3 to +3, with +3 being something you find highly desirable and -3 undesirable. A rating of 0 would be something that you rate as unimportant or have no strong convictions about. The last 3 rows are blank so you can include 3 additional values that you find highly desirable or highly undesirable.

To aid in making these distinctions, rate **no more than four** values as "+3" (highly desirable) and **no more than four values** as "+2" (very undesirable). Remember, there are no "right" or "wrong" answers about your values. Also remember that you can change your answers as you reflect further on these values.

In terms of my life values in relation to work, "I rate _____ as"	Highly Undesirable			Neutral		Highly Desirable	
	-3	-2	-1	0	+1	+2	+3
1. A well-paying job	-3	-2	-1	0	+1	+2	+3
2. Meaningful work	-3	-2	-1	0	+1	+2	+3
3. Accountability	-3	-2	-1	0	+1	+2	+3
4. Creativity	-3	-2	-1	0	+1	+2	+3
5. Authority (power to provide direction)	-3	-2	-1	0	+1	+2	+3
6. Intellectual stimulation	-3	-2	-1	0	+1	+2	+3
7. High status (prestige)	-3	-2	-1	0	+1	+2	+3
8. Equal status (between men/women, Administration/frontline staff)	-3	-2	-1	0	+1	+2	+3
9. Autonomy (free of Control from others)	-3	-2	-1	0	+1	+2	+3
10. Structure (guidelines concerning what To do)	-3	-2	-1	0	+1	+2	+3
11. Teamwork	-3	-2	-1	0	+1	+2	+3
12. Work independently	-3	-2	-1	0	+1	+2	+3
13. Altruism (help others)	-3	-2	-1	0	+1	+2	+3
14. vacation	-3	-2	-1	0	+1	+2	+3
15.	-3	-2	-1	0	+1	+2	+3
16.	-3	-2	-1	0	+1	+2	+3

Source: Barsky 2010

Now that you have rated your values, consider what each of them mean to you. For each value you rated +3 or -3, write two or three sentences explaining your understanding of these values. Each value could hold different meaning to different people. Consider whether your work values developed as a response to other life values or a reaction to past events or both.