**Your Work values**

Spend a few minutes thinking about your values. What is most important to you when thinking about your career and the kinds of organisations you’d like to work for or the clients you’d like to have. Rank your values and then at the end, go back and chose your most important Intrinsic, Extrinsic and Life Style Value.

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| **Intrinsic Values**  These are the intangible rewards that keep you motivated and engaged at your job. In a nutshell, intrinsic values are what make you wake up in the morning and look forward to going to work, even when the weather’s lousy. On a scale of 1 to 6, with 6 being most important, rank how important these intrinsic values are to you: | |
| * Having variety and change at work. Some people get bored doing the same thing day in and day out, while others prefer having a set routine at work |  |
| Helping others. Working for a company with a good cause is a top priority for many workers. Indeed, more than half of Millennials\* said a company’s charitable work influenced them to accept a job offer |  |
| Feeling respected at work. |  |
| Working for an ethical company |  |
| Working at a Creative Company |  |
| Having your work recognized. Public recognition, particularly from higher ups, is a priority for many employees. |  |

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| **Extrinsic Values**  These are the tangible rewards or conditions you find at work, including the office setting, vacation policy, and earnings potential. On a scale of 1 to 7, with 7 being most important, rank how important these extrinsic values are to you: | |
| Opportunity to Travel for work. |  |
| A high salary |  |
| * Setting your own hours / working remote / flexible hours |  |
| Having time off work. |  |
| Owning your own business |  |
| Job security |  |
| Autonomy – having freedom to work without a controlling manager |  |

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| **Lifestyle Values**  These are the personal values associated with where you want to live, how you choose to spend your free time, and your long-term life goals. On a scale of 1 to 6, with 6 being most important, rank how important these lifestyle values are to you: | |
| * Spending time with friends and family. This goes back to work-life balance; your job has a direct impact on your ability to spend time with your family. |  |
| * Living in a big city. Some people thrive on the hustle and bustle of city life, whereas others prefer a quieter pace |  |
| * Living abroad |  |
| * Saving money |  |
| * Becoming a homeowner |  |
| * Having a family |  |

\*Achieve Agency research