

LSE Careers: What are your career values?

In order to have a happy, successful and fulfilling career, you need to consider your values as they are likely to be a key factor in deciding on a particular role or sector.

The value sorting task below will help you to decide what priority you give to certain motivations within a career, which it is then important to keep at the forefront of your mind whilst researching different opportunities and making career decisions.

How does this work? – Place the following 16 values into Table 1 on the next page, indicating their importance to you when you think about your career. However, you can only add a maximum of 4 values in each column - so you'll have to think carefully!

Challenge: enjoy consistently performing tasks that are difficult.

Responsibility: being directly accountable for results.

Using creativity: using your own ideas, being imaginative and innovative.

Applying knowledge: understanding gained through study and experience.

Security: a high probability that you will remain employed.

Advancement: moving forward in a career through promotions.

Helping others: helping people in a direct way, providing assistance to individuals or groups.

Autonomy: working independently, without significant direction from others.

Status: having high standing and respect from others.

Continual learning: developing and learning new skills throughout your career.

Variety: work is varied with a broad range of tasks.

Competition: testing your abilities against others, clear win/lose outcomes.

Working with others: collaborating in a team to achieve a desired goal or outcome.

Wealth: profit, gain, making money.

Recognition: getting recognised for your work or contributions.

Benefitting society: contributing to the betterment of the world.

Table 1: Ranking your values by importance

	Least Important	Quite Important	Important	Most Important
1.				
2.				
3.				
4.				

Other questions to ask yourself:

- Are there any values not listed that you'd like to add?
- Are any of the 'least important' column values things you'd actively avoid in a job?
- What are your 'deal breakers'?
 - If that value was present, you'd not take the job
 - If that value *wasn't* present, you'd not take the job