Work Values Assessment

Objectives

- Students will brainstorm work values.
- Students will identify characteristics of the workplace that are important to them.

Audience: Awareness, Exploration
Length: 45--60 minutes

Materials Needed

- Work values assessments
  - MCIS: [http://mncis.intocareers.org](http://mncis.intocareers.org) {subscription required}
- Information about work values and personal values
  - MyMnCareers: [www.iseek.org/mymncareers/advance-career/your-values.html](http://www.iseek.org/mymncareers/advance-career/your-values.html)
  - O*NET: [www.onetonline.org/find/descriptor/browse/Work_Values/](http://www.onetonline.org/find/descriptor/browse/Work_Values/)
- Interest assessment (optional)

Instructions

1. Conduct an interactive Q&A discussion to aid students in understanding the connection between their current life and their future life. Example questions:
   - How many hours per day do the students spend in school?
   - Do they like what they're doing at school?
   - How many hours do they think they will work per day? (During their working lives, most Americans work 40-50 hours per week for 40+ years.)
   - Do students plan to choose the type of work they do based on what they like?

2. Discuss the definition of work values. Identify work values such as earning income, work setting (inside, outside, office, home, etc.), work schedule, helping others, working alone, leadership, growth, etc.

3. Have students complete a work values assessment.

4. Discuss the assessment results individually or in a group. Help students to identify the occupations that match their values.
Evaluation of Learning

- Evaluate students on completion of the values assessment.
- Rate students on their participation in the discussion.
- Monitor students' awareness of education and career options matching their values.
- The completion of the values assessment can be a required element of an Individualized Learning Plan or portfolio completion.

Enhanced Learning

- Invite guest speakers to talk about how their values help them choose an education program or career pathway they enjoy. Speaker can be an alumnus or community member.
- Have student research career pathways that match their values (www.mnprogramsofstudy.org).
- Form small groups of three to four students. Have the students brainstorm and record a list of reasons for working or selecting a particular career. Record on the whiteboard all items identified by each group. You may want to do this in a round-robin fashion so that all groups have the opportunity to participate.
- Have students take other interests, skills and value assessments (www.iseek.org/mnpos/toolkit/advisers/assess-classroom.html).