

Strategies for Student Success in Health Occupations
 California Community College Health Care Initiative

Work/Value

Rate self in the work/value areas on a scale of 5-1, 5 being the highest.

<i>Work Value</i>	<i>Characteristics</i>								
<i>Relationships</i>									
Occupations that satisfy this work value allow employees to provide service to others and work with co-workers in a friendly, non-competitive environment									
<i>How important is it to you to work where:</i>	<input type="checkbox"/> you do work where you do things for other people								
	<input type="checkbox"/> you are not pressured to do things that go against your sense of right & wrong								
	<input type="checkbox"/> you have co-workers who are easy to get along with								
<i>Support</i>									
Occupations that satisfy this work value offer supportive management that stands behind employees									
<i>How important is it to you to work where:</i>	<input type="checkbox"/> you have supervisors who back you up with management								
	<input type="checkbox"/> you are treated fairly by the company								
	<input type="checkbox"/> your supervisor trains you & your co-workers well								
<i>Working Conditions</i>									
Occupations that satisfy this work value offer job security and good working conditions									
<i>How important is it to you to work where:</i>	<input type="checkbox"/> you have steady employment								
	<input type="checkbox"/> you are busy all the time								
	<input type="checkbox"/> you have something different to do every day								
	<input type="checkbox"/> you have independence to do your work alone								
	<input type="checkbox"/> you have good working conditions								
	<input type="checkbox"/> you are paid well in comparison to other workers								

Source: Exhibit 5.4 – Work Values and Corresponding Needs – *Help Wanted: Making a Difference in Health Care*.
 Economic Development Department. Labor Market Information Division. May 2003.

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<i>Work Value</i>	<i>Characteristics</i>								
<p><i>Achievement</i> Occupations that satisfy this work value are results oriented and allow employees to use their strongest abilities, giving them a feeling of accomplishment.</p>									
<i>How important is it to you to work where:</i>	<input type="checkbox"/> doing your job well gives you a feeling of accomplishment								
	<input type="checkbox"/> you use your strongest talents in doing your job								
<p><i>Recognition</i> Occupations that satisfy this work value offer advancement, potential for leadership and are considered prestigious</p>									
<i>How important is it to you to work where:</i>	<input type="checkbox"/> you are looked up to by the others in your company and in the community for the work you do								
	<input type="checkbox"/> you have opportunities for advancement in your field								
	<input type="checkbox"/> you give directions and instructions to others								
	<input type="checkbox"/> you receive recognition for the work that you do								
<p><i>Independence</i> Occupations that satisfy this work value allow employees to work on their own and make decisions</p>									
<i>How important is it to you to work where:</i>	<input type="checkbox"/> you plan your work with little supervision								
	<input type="checkbox"/> you create and implement your own ideas								
	<input type="checkbox"/> make decisions on your own								

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