

## “Beyond salary, the values of work”

### Worksheet

Name: \_\_\_\_\_ (    )                      Class: \_\_\_\_\_                      Date: \_\_\_\_\_

#### 1. “A or B”

✧ Circle your options.

Values of work	1 <sup>st</sup> Round		2 <sup>nd</sup> Round		3 <sup>rd</sup> Round	
	After rounds of job hunting, you have received job offers from the following six companies. Which offer would you take?		Your company has a large-scale project and your boss requests you to work overtime. Which of the following statement can describe you?		You have been working in this company for several years. Which of the following will trigger you to resign?	
Achievement	A	The position allows you to utilize your talents and knowledge.	A	Of course, I will work overtime! It is a rare chance to participate in such a large-scale project.	A	My work is so trivial and simple that I see no room for fulfilling my talents.
Independence	B	You are allowed to work independently and make your own decision on your jobs.	B	I hope my boss will allow me to take charge of a certain areas of work without any assistance.	B	It is troublesome to report and seek approval for everything from my senior.
Recognition	C	Your ability is recognized and therefore appointed as a team leader to coordinate and supervise a team.	C	Of course, I will work overtime! Taking advantage of this opportunity, I can showcase my talents and I hope my boss will appreciate it.	C	There is no vacancy for promotion in the coming 10 years.
Relationship	D	Your colleagues are friendly and helpful. The working environment is pleasant.	D	My colleagues work overtime and I will be with them!	D	I feel lonely to see six of my colleagues left the company one by one.
Support	E	The management gives sufficient guidance and support to their employees so that you can work comfortably.	E	I will work overtime if my boss supports me.	E	Your supervisor never gives you any support and help. You are scared to make mistakes.
Working Conditions	F	Good salary and day-offs at weekends.	F	To work overtime or not depends on whether the boss provides overtime allowance and leave.	F	There was neither pay raise nor compensatory leave for working overtime in the last 3 years.

## 2. The values that I emphasize

Put a <input checked="" type="checkbox"/> for what you value		Work Value	My Definition
<i>E.g.</i>	F	Working Conditions	<i>A monthly salary of \$20,000 or over and 5-day work</i>
	A	Achievement	
	B	Independence	
	C	Recognition	
	D	Relationships	
	E	Support	
	F	Working Conditions	

- (1) Achievement — Occupations that satisfy this work value are results oriented and allow employees to use their strongest abilities, giving them a feeling of accomplishment.
- (2) Independence — Occupations that satisfy this work value allow employees to work on their own and make decisions.
- (3) Recognition — Occupations that satisfy this work value offer advancement, potential for leadership, and are often considered prestigious.
- (4) Relationships — Occupations that satisfy this work value allow employees to provide service to others and work with co-workers in a friendly non-competitive environment.
- (5) Support — Occupations that satisfy this work value offer supportive management that stands behind employees.
- (6) Working Conditions — Occupations that satisfy this work value offer job security and good working conditions.

## 3. Career Mission

1. How do you find the company that match your values of work?

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2. To think about your first job application and the job duties. How do you find it matches your values of work?

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