



Module 2: Exploring Personal Values

Introduction	:	<ul style="list-style-type: none">• Introduce the basic concepts of values, help students to explore their own values and encourage them to think about the relationship between values and future career.
Learning Objectives	:	<ul style="list-style-type: none">• Understand the basic concepts of values;• Understand the six different work values;• Explore the work values that you care about;• Contemplate the relationship between values and future career.
Keywords	:	#PassionToAction #Voices #Values #Work
Learning Materials	:	<ul style="list-style-type: none">• Powerpoint slides for teaching• Worksheet: My Favorite Sentence• Worksheet: The work values that I care about• Worksheet: My life planning footprints② “Work values and the occupational world”
Download Teaching Resources	:	<ul style="list-style-type: none">• https://elesson.lifeplanning.edb.gov.hk



Teaching Activities and Flow

Sharing My Life Planning Footprints①

Time: 5 minutes PPT: P.2-3 Worksheet: My Life Planning footprints①	<ul style="list-style-type: none">➤ Briefly introduce the study flow of Module 2 and ask students to use one minute to share his/her My Life Planning Footprints① with the classmate next to them. The classmate then uses one minute to respond:<ul style="list-style-type: none">○ Share your favorite hobby and a related activity that can help you to develop that interest.
--	---

Activity 1: My Favorite Motto

Time: 10 minutes PPT: P.4-6 Worksheet: My Favorite Motto	<ul style="list-style-type: none">➤ Show PPT P.5, ask students to think about the following questions and invite them to share.<ul style="list-style-type: none">○ What is a motto that you like?○ What special meaning does this motto have for you?○ How does this motto influence your life planning?➤ Tutors can give the following hints if the students cannot think of any motto:<ul style="list-style-type: none">○ What is a motto that has touched you deeply?○ a memorable line of lyrics?○ the “coolest” motto you have seen at school, on the street or on the Internet?○ You can try to create your own motto.➤ Tutors can explain by sharing personal experiences, or they can search some motto on the Internet and let the students choose and discuss.➤ The blueprint of this activity is based on the Life Design Counseling concepts developed by American behavioral psychology professor Mark L. Savickas in 2015. Through each person’s favorite motto, the activity allows us to understand their ideal modes of living, the things that they cherish in life as well as their respective values.➤ According to 崔永康, 張偉良, 黃澤蒼, 聖雅各福群會 Life planning service (2016) 《青少年生涯規劃及個人發展研究》, when secondary school students are thinking about the future, instead of external values such as money, image or status, they tend to focus more on intrinsic values such as healthy relationships, social contribution or personal growth, etc.
--	--



What are Values?

Time: 5 minutes

PPT: P.7-9

- Show PPT P.7 and explain the definition of values (田秀蘭, 2015):
 - It is the subjective view a person has on people/matters/things, which does not indicate right or wrong but only if it is important or not;
 - When we make decisions, we compromise and prioritize according to of our values;
 - Identifying values is useful in setting life goals and realizing the meaning of life.
- Show PPT P.8 and ask: “Are values innate or nurtured?” and let students discuss in groups.
- The tutors explain: “The formation of the values is both generic and nurtured by the surroundings. Values changes or evolves due to personal growth, surrounding people or environment (e.g. peers, mass media), but it gradually become consistent and stable in time. The values of life affects all of our decisions, especially the choice of future career. We are going to take a look at an example and comprehend his values for work.

Activity 2: Case Sharing “Founder of My Rhythm Journey”

Time: 15 minutes

PPT: P.10-15

Video: “Founder of My Rhythm Journey”

Video Link:

<https://youtu.be/yhr-kALi5mk>

Video Length: 7 minutes
53 seconds

(Play 0:00-5:01)

- Ask the question: “Why do people work? Do they only work for money?”
- Ask students to think about the question above and to review their answers after watching the video.
- Play the video “Founder of My Rhythm Journey” and encourage students to comprehend the work values upheld by the main character. Ask students to reflect on the following questions.

- Which of the following work values does the main character stress?

成就感 (Achievement)	獨立性 (Independence)	認同感 (Recognition)
人際關係 (Relationships)	工作/上司的支持 (Support)	工作條件 (Working Conditions)

- *(Suggested answer: [Achievement] (examples: importing handmade Japanese instruments to Hong Kong, honoring the spirit of craftsmanship (1:59-2:15); opportunity to share music (2:29); feeling proud of My Rhythm Journey (3:26). [Relationships] (examples: enjoys introducing products to customers (1:56); listening to students' complaints (3:16); learning from colleagues (5:00))*



	<ul style="list-style-type: none"> ○ How do you know a person's work values? (<i>Suggested answer: things that the main character said, his occupational decisions, emotional responses when he was making a decision or taking actions, etc.</i>) ➤ Explain: "The main character of the case, despite the difficulties, gained a sense of achievement and satisfaction from managing the shop and maintaining interpersonal relationships. Such cherished values drive him to continue the business."
--	--

Six Types of Work Values

<p>Time: 5 minutes</p> <p>PPT: P.14-15</p> <p>Website about work values on O*NET:</p> <div style="border: 1px solid black; padding: 5px; margin-top: 10px;"> https://www.onetonline.org/ </div>	<ul style="list-style-type: none"> ➤ Show PPT P.14-15 and explain the concepts of work values: <ul style="list-style-type: none"> ○ Work values are derived from the concept of values, representing what an individual wants to gain from work. ○ We can first study work values using the life planning tool developed by the U.S. government -- The Occupational Information Network(O*NET). The tool divides work values into six categories, namely Achievement, Independence, Recognition, Relationships, Support and Working Conditions. <table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <td style="padding: 5px;">Achievement</td><td style="padding: 5px;">Result-oriented, allowing workers to utilise their strongest ability and thereby to gain a sense of achievement.</td></tr> <tr> <td style="padding: 5px;">Independence</td><td style="padding: 5px;">Allowing workers to work and to make decisions independently.</td></tr> <tr> <td style="padding: 5px;">Recognition</td><td style="padding: 5px;">Workers possess power and promising prospect for promotion. They usually have a good reputation.</td></tr> <tr> <td style="padding: 5px;">Relationships</td><td style="padding: 5px;">Allowing workers to serve other people and to be close with their colleagues.</td></tr> <tr> <td style="padding: 5px;">Support</td><td style="padding: 5px;">Providing support to workers, such as adequate supervision from the managerial level.</td></tr> <tr> <td style="padding: 5px;">Working Conditions</td><td style="padding: 5px;">Providing job security and decent working conditions to workers.</td></tr> </table> <ul style="list-style-type: none"> ○ Understanding your own work values can help with identifying the goals and directions when you are searching for a job. 	Achievement	Result-oriented, allowing workers to utilise their strongest ability and thereby to gain a sense of achievement.	Independence	Allowing workers to work and to make decisions independently.	Recognition	Workers possess power and promising prospect for promotion. They usually have a good reputation.	Relationships	Allowing workers to serve other people and to be close with their colleagues.	Support	Providing support to workers, such as adequate supervision from the managerial level.	Working Conditions	Providing job security and decent working conditions to workers.
Achievement	Result-oriented, allowing workers to utilise their strongest ability and thereby to gain a sense of achievement.												
Independence	Allowing workers to work and to make decisions independently.												
Recognition	Workers possess power and promising prospect for promotion. They usually have a good reputation.												
Relationships	Allowing workers to serve other people and to be close with their colleagues.												
Support	Providing support to workers, such as adequate supervision from the managerial level.												
Working Conditions	Providing job security and decent working conditions to workers.												



Activity 3: The Work Values I Care About

<p>Time: 10 minutes</p> <p>PPT: P.16-29</p> <p>Worksheet: The Work Values I Care About</p>	<ul style="list-style-type: none">➤ Distribute the worksheets and ask students to complete the following questions:<ul style="list-style-type: none">○ In order to be your “ideal job”, which of the following work importance is/are essential for you?○ In part one, choose your top five work importance and rank them from 1 to 5 (1 being most important), then finish the category matching in part two and the reflection questions in part three.<ul style="list-style-type: none">▪ What is the distribution of those work importance that you value more? Are they evenly distributed to each category or leaning towards particular categories?▪ When the nature of a job matches your values, how do you feel?▪ What kind of jobs / industries do you think matching your work values?▪ How does it inspire/ influence your future career/ life planning by learning your work values?➤ Note: The “21 Work Importance” on the worksheet is drawn from O*NET Work Importance Profiler-User’s guide (Third Edition), aiming to give students a preliminary understanding of their own work values by asking them to rank work importance.➤ Use PPT P.19 to conclude the lesson: “Everyone has their own life values that form their life goals and meaning. They influence their occupational choices. Different occupations reflect different work values, or even more than one type of work values. Therefore, we should consider whether the nature of the job matches our own work values when we are choosing jobs. However, young people might not be able to find jobs that match their ideals entirely when they first entered the job market. We must maintain flexible thinking and an optimistic attitude. We should also accumulate experience and cultivate a proper workplace attitude from different working experiences.
--	---

My Life Planning Footprints② “Work Values and the occupational World”

<p>Time: 10 minutes PPT: P.20</p> <p>Worksheet: My Life Planning Footprints②</p>	<p>➤ Ask students to finish “My Life Planning Footprints②” after the lesson and share with the class in the next lesson.</p> <ol style="list-style-type: none"> 1. Step One: Divide students into groups of 4-5 people according to their most valued work importance (if there are too many students for a particular work importance, they can be further divided into smaller groups); 2. Step Two: Browse career websites on the worksheet and choose two occupations that match the work value agreed by the group and finish questions in part two and part three. <ul style="list-style-type: none"> ○ The questions for the group: <ul style="list-style-type: none"> ▪ The name of the occupation that they are interested in ▪ The job tasks, related values, attitude, skills, knowledge and the job requirements (education level, work experience, etc.) ○ The question for each individual student: <ul style="list-style-type: none"> ▪ How did the information help you to explore and set your career goal? <p>➤ Note: The careers information on the O*NET website is only in English and primarily focused on the U.S. region. Although the information may not directly apply on local students in their choices for future career, it would still be useful for students to know more about different types of occupations and their corresponding categories of work values.</p>
--	--

Extended Activity② “My Work Values”

<p>PPT: P.21 Tool: Log in to My Life Planning Portfolio</p> <div data-bbox="125 1705 420 1782" style="border: 1px solid black; padding: 5px;"> <p>https://portfolio.lifeplanning.edb.gov.hk</p> </div>	<p>➤ Log in to My Life Planning Portfolio, and use “My Work Values” to choose and rank personal work values. (Tutors should familiarise themselves with the details of this feature.)</p>
--	---



References:

Books and literature:

田秀蘭 (2015)。《生涯諮商與輔導：理論與實務》。臺北市：學富文化。

洪鳳儀 (2000)。《生涯規劃》。臺北市：揚智文化。

崔永康、張偉良、黃澤蒼、聖雅各福群會生涯規劃服務 (2016)。《青少年生涯規劃及個人發展研究》。
香港：香港城市大學應用社會科學系。

教育局 (2014)。《中學生涯規劃教育及升學就業輔導指引》。擷取自

https://lifeplanning.edb.gov.hk/uploads/page/attachments/CLP-Guide_E_r3.pdf

梁湘明 (2005)。〈生涯規劃：跨理論假設與實施策略〉。《亞洲輔導學報》，12 (1 及 2)，頁 79-93。

擷取自 http://hkier.fed.cuhk.edu.hk/journal/wp-content/uploads/2009/10/ajc_v12n1-2_79-93.pdf

梁湘明 (2007)。《青少年生涯發展服務培訓計劃教材套》。中國香港：社聯。

http://resources.hkedcity.net/resource_detail.php?rid=912750612

National Center for O*NET Development. *Work values*. Retrieved April 23, 2019,

from https://www.onetonline.org/find/descriptor/browse/Work_Values/

Savickas, M. L. (2015). *Life-Design counseling manual*. Retrieved April 23, 2019, from

<http://www.vocopher.com/LifeDesign/LifeDesign.pdf>

Super, D. E. (1970). *Work values inventory manual*. Boston: Houghton Mifflin.

U.S. Department of Labor (2002). *Work Importance Profiler-User's guide (3th ed.)*. Washington, DC: Government Printing Office.

Multimedia Resources Websites:

單元二教學資源：<https://elesson.lifeplanning.edb.gov.hk>

個案分享—節奏生活創辦人：<https://youtu.be/yhr-kALI5mk>

O*NET 關於工作價值的網址：https://www.onetonline.org/find/descriptor/browse/Work_Values/

My Life Planning Portfolio：<https://portfolio.lifeplanning.edb.gov.hk>