



## "WORK VALUES"

The HOLLAND self-directed survey, in the context of **Work Values**, measures an individual's professional values, which reflect personal values. When an individual knows his or her personal values, he or she perceives the occupations that suit him or her and is oriented towards them in order to fulfill the realization of his or her values.

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In most cases, what guides an individual's career choices is, in fact, a confluence of work values. Of course, in order for these choices to be as well-founded as possible, must be combined with the preferences, aptitudes, abilities and skills of the individual, elements that have a catalytic effect on the formation and adoption of his or her professional identity, which can be detected with help of specialised questionnaires.

The finding of the existence of work values in turn indicates the existence of specific goals, objectives, values, enthusiasm, energy and ambition, characteristics that are the driving force in the whole process of choosing a specific work environment, which is related to the professional inclinations and talents of the individual. At the same time, these characteristics have a catalytic effect, encouraging efficiency. However, it is very difficult to ascertain a person's motivation through interviews or discussions, as the interviewee often pretends to be enthusiastic and eager to take on the job in question.

### Professional values test

The Professional Values in Career Choice Test was chosen based on the importance of values in career choice. According to Super's (1980) career development theory, values are strong determinants of career choices and can be allocated to life roles with the aim of realizing them. When an individual is well aware of his/her personal values he/she is able to identify potential careers that suit him/her. Values are also the driving force behind career choices as individuals seek to realise their values through work.

The test measures the person's professional values, such as, for example, (professional stability, prestige, repetitive activity, independence, human contact, leadership, etc.) Personal values consciously and unconsciously influence an individual's decisions in both personal and professional domains. Based on these values we choose how to behave in the social and professional context in which we operate. The subsequent satisfaction we feel from our professional and personal activities depends on how well we know and respect the values that characterise us as individuals. By knowing one's professional values, therefore, one can more wisely choose the professional field in which one will perform best and be psychologically and emotionally satisfied.

### 1. Labour Values Questionnaire

Rate each of the following statements with one (1)=Very unimportant, two (2)= Slightly important, three (3)= Quite important, four (4)= Very important. Place the corresponding number, grade, in each preference box for each sentence.

Suggestions	(1) Completely unimportant	(2) A little important	(3) Quite important	(4) Very very important
1. Work at the pace I want to work at				
2. Do my work the way I like it				
3. To start and finish it whenever I want				
4. I arrange my own way of working				
5. Design new products				
6. To be able to use my new ideas in it				
7. Being able to try new ways of working				
8. To apply to it my new ideas, the new things that come to me, the new materials that I will use				
9. Be very well paid				
10. Because I will perform very well and be paid appropriately				
11. My earnings should be such that I can lead a comfortable life				
12. Be able to quickly raise a large amount of money				
13. To be able to live wherever I want.				
14. Be able to travel frequently at home or abroad				
15. Allow me to live in Greece or Europe				
16. Change my place of residence frequently				
17. To feel that I will never be unemployed				
18. To know that I will do the same job for the rest of my life				
19. To have a secure future with her				
20. To have secure employment without fear of unemployment				
21. To plan and regulate the work of others				
22. To exercise a kind of authority over others				
23. To be responsible for the performance of other employees				
24. Instruct others how to work more efficiently				
25. Not to interfere with my personal life				

26. Finish it and don't - deal with it again for the rest of the day.				
27. Not having to take work home				
28. Not to postpone my personal activities for her sake				
29. To move or have physical effort				
30. Sitting at a desk all day				
31. To "sink" while working in a chair				
32. To use my physical potential				
33. Helping other people through it				
34. Satisfy my inclination to serve those in need				
35 With my work I help some people to live better.				
36. To make my services available mainly to other people.				

Add up the scores you got in the above sentences based on following table.

1.	Independence (sentences 1,2,3,4,)	
2.	Creativity (proposals 5,6,7,8)	
3.	Financial rewards (proposals 9, 10, 11, 12)	
4.	Movements (proposals 13, 14, 15, 15, 16)	
5.	Safety at work (proposals 17,18,19,20)	
6.	Leadership (proposals 21, 22, 23, 24)	
7.	Free time (proposals 25, 26, 27, 28)	
8.	Physical activity (proposals 29, 30, 31, 32)	
9.	Helping people (proposals 33, 34, 35, 36)	

The three (3) highest scores are your most important work values.

Now write down the three work values on which you the highest and their scores. These represent you work-wise.

1.		
2.		
3.		

## 2. Interpretation of results

Throughout your life, you develop a system of values, motivations and ideas that play a decisive role in every decision you make. Both your immediate decisions and your long-term plans are influenced, consciously and unconsciously, by your individual value system. If, for example, safety is an important value for you, then you adjust your lifestyle and actions according to this parameter. Personal and job satisfaction depends mainly on the extent to which these values are fulfilled in your daily professional life.

This questionnaire deals with the work values and motivations that contribute to your career choice. Your work values reflect the priorities you set in the work you would like to do. They refer to what you would like as a reward from your work, either materially or psychologically. In the process of deciding on the career you will pursue, your values play a very important role and determine the degree of job satisfaction you will experience. The values that are detected are:

### a) Autonomy - Independence:

A profession that provides opportunities for responsibility and initiative, autonomy and independence of action. I want to have a free profession, to have independence. I will become a .

### b) Creativity - Originality:

Professions that enable their practitioners to express their ideas in a creative and original way. I want a profession that gives me the opportunity to be creative, inventive and use my imagination to create new and original things.

### c) Financial rewards:

Work must primarily allow me to earn money and satisfy my material needs.

### d) Travel:

I don't mind traveling. I want the job to give me the opportunity to change my place of work and residence (military, professor). I want a job that allows me to move frequently, e.g. out of the office, in or out of town, visiting clients, etc.

### e) Stability/Security:

Ensuring stable employment, especially in times of economic crisis. I want permanence and professional stability, to have a stable job, with little chance of dismissal.

### f) Leadership:

I want to plan, organise and control the work of others, supervise, manage and evaluate. I therefore wish to gain a leadership position (supervisor, manager later), to gain authority, power and to take

decisions. I want a profession that allows me to take initiatives and at the same time take responsibility for their completion. I will be able to take on many responsibilities and duties.

g) Free time:

Many people choose a profession on basis of how much free time it will leave them to do something else. I don't want a job at home (e.g. clerk). I want my job to not keep me busy outside of working hours, allowing me to have a lot of free time.

η) Physical activity:

I want a profession that is active, that requires intense activity. I want a job that requires movement and physical activity. I want to build or repair things with my hands (manual occupations).

i) Cooperation/Help to People:

The job should give me the opportunity to work with I know and appreciate while giving me the opportunity to help my fellow human beings. I have a need for social contribution through my work, to show solidarity and help my fellow human beings (e.g. health sectors

- welfare, to offer help and relief). Therefore, understanding and ranking your work values is very important in the process of choosing a career, especially for young people, in their attempt to formulate their future career plan and make rational choices.