**SIGI PLUS® Values Game**

# Instructions

**Object of the game:**

To create your ideal job by identifying your seven most important work-related values.

(A work-related value is an ongoing or long-term satisfaction or reward you want to get from your work.)

**Game time:** approximately 10-15 minutes

**Instructions:**

1. Take out the *Self-Assessment* sheet, which includes a list of 16 work-related values.
2. Rate each value as either Not Important, Desirable, Very Important, or Essential by putting a “√” in the appropriate column. After you have rated each value, put the *Self-Assessment* sheet aside.
3. Take out the deck of cards and place it face down so the blank side is up. Each card contains a description of a work-related value.
4. With the deck of cards face down, draw the top seven cards and lay them face up and side by side so you can read the descriptions.
5. Draw the top card from the deck and read the description.

• If you want that card, you need to swap it with one of the seven cards on the table.

Put the card you don’t want in a discard pile.

• If you don’t want the card you’ve drawn from the deck, put it in your discard pile.

1. Repeat Step 5 until all the cards in the deck are either in your discard pile or are among the final seven cards in front of you. **IMPORTANT: Go through the deck only once!**
2. Take out the *Values Description* sheet that contains descriptions of the 16 work-related values and circle the corresponding card number for each of the final seven cards you selected.

Look at the values on your *Self-Assessment* sheet you rated “Very Important” or “Essential.” Are those same values circled on your *Values Description* sheet? Then look at the values you rated “Not Important” or “Desirable.” Are any of them circled on your *Values Description* sheet? If there are differences, don’t be concerned. Sometimes the values we think are important to us become less so when we are forced to prioritize them and make tradeoffs. It’s all part of the career planning process.

Now you’re ready to complete the Self-Assessment section in the SIGI PLUS career guidance and planning software are create a personal online profile you can use to explore occupations that match your work-related values, interests, and skills.

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## Self-Assessment

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| Values | **Definition** | **Not Important** | **Desirable** | **Very Important** | **Essential\*** |
| Advancement | You want a good chance to be promoted or to move directly to a higher-level job. You want to avoid a “dead end” job. |  |  |  |  |
| **Challenge** | You want to use your abilities to solve difficult problems. The work won’t be easy, but it can give you a feeling of accomplishment. |  |  |  |  |
| **Contribution to Society** | Almost all work contributes to the functioning of society. But you want your work to be devoted mainly to the improvement of the health, education, or welfare of society as a whole. |  |  |  |  |
| **Easy Commute** | You want your work to be close to home, so getting there and back takes little time. Or convenient public transportation, car pooling, or van pooling may be available. |  |  |  |  |
| **Flexible Hours** | You want to have a flexible schedule so that you can adjust on-the-job hours, as long as you put in the required time. |  |  |  |  |
| **Fringe Benefits** | You want work that offers many “extras” besides pay – such as health benefits, tuition aid, child care, etc. |  |  |  |  |
| **High Income** | You want an occupation in which the median income is high compared with other occupations. The median is the point at which half earn more, half earn less. |  |  |  |  |
| **Independence** | You want to work without close supervision, not be required to follow daily instructions to the letter. |  |  |  |  |
| **Leadership** | You want to guide others, tell them what to do, get them to work together, be responsible for their performance. You’re willing to accept the blame when things go wrong. |  |  |  |  |
| **Leisure** | You want short hours or long vacations. You feel that the satisfactions you get off the job are so important that work must not interfere with them. |  |  |  |  |
| **On-the-Job Learning** | You want to pick up new skills and ideas so that you can learn the job as you go or prepare for a higher-level job. You may simply enjoy learning for its own sake. |  |  |  |  |
| Pleasant **Co-Workers** | You want to work with people who are agreeable, who share your interests and attitudes, who are easy to get along with. |  |  |  |  |
| **Prestige** | You want an occupation that will lead people to look up to you, listen to your opinions, or seek your help in community affairs. |  |  |  |  |
| **Security** | You want work that is not sensitive to recession, abrupt changes in technology, government, spending, or public taste. You want to avoid seasonal ups and downs in income |  |  |  |  |
| Staying Put | You want work that will not require a move to another geographical area. |  |  |  |  |
| Variety | You want different activities and problems, people, or places – not a fixed routine. You probably get bored if the work doesn’t change. |  |  |  |  |

\*You should rate value “Essential” only if it’s something you can’t do without, no matter what else your work may offer.

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##### Values Description

|  |  |  |
| --- | --- | --- |
| Value | Description | Card Number |
| Advancement | Your employer promotes from within. | 8 |
| **Challenge** | You must use your abilities to the fullest. | 29 |
| **Contribution to Society** | You provide direct physical care for others.  You get to help other individuals.  The work you do may improve society. | 14  5  28 |
| **Easy Commute** | You can get to work quickly and easily. | 7 |
| **Flexible Hours** | You can set your own work schedule. | 2 |
| **Fringe Benefits** | Your employer pays for health care, etc. | 32 |
| **High Income** | Besides your pay, you get bonuses and “perks.”  You have a good chance to make a lot of money.  You earn an above average salary. | 6  13  20 |
| **Independence** | You make your own decisions on the job.  You do your work without close supervision.  You get to choose your own projects. | 11  26  21 |
| **Leadership** | You motivate other people.  You influence other people’s behavior.  You are responsible for the performance of others. | 22  31  25 |
| **Leisure** | You can choose to work part-time.  You can take time off whenever you want to.  You get lots of vacation time and paid holidays. | 1  9  16 |
| **On-the-Job Learning** | You can get training or classes on the job. | 15 |
| Pleasant Co-Workers | You enjoy the company of your co-workers. | 24 |
| **Prestige** | Your job has high status in the community.  Because of your work you are seen as important.  People respect you because of your job. | 10  3  18 |
| **Security** | Changes in the economy don’t threaten your job.  There are always jobs available in your field.  You won’t lose your job because of new technology. | 4  27  17 |
| **Stay Put** | You can find this kind of work without relocating. | 23 |
| **Variety** | You interact with many different people.  You are not in the same place all the time.  Your work involves many different activities. | 12  30  19 |

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Name:\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ Date: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Work Values Questionnaire

1. What are your top seven work values from the Values Card Game?
2. \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_
3. \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_
4. \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_
5. \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_
6. \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_
7. \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_
8. \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_
9. How do these values differ from the choices you made on the self-assessment? Why did you change?

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1. How are your work values related to the field that you intend to pursue?

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1. How might these work values affect your ability to do your job well?

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