Post-Questionnaire Reflection 

# Values Ranking

1. What did you learn about your values? Group similar words into values or value clusters (i.e. values similar to each other) into the grid below. **Don't get hung up on the choice of words**. Try your best to create a list of 5. Write down the 5 values (or value clusters) identified in column 1 of the table below.

|  |  |  |
| --- | --- | --- |
| Value (Cluster) | Priority ranking(1-5, 1 most important) | How present in your last job (0-10, 10 highest) |
|  |  |  |
|  |  |  |
|  |  |  |
|  |  |  |
|  |  |  |

1. In column 2 of the table above, prioritize your values based on how important they are to you. Don’t try to get a perfect answer as it may not exist and may change. It’s the process of prioritization that matters.
2. Circle your top 3 values
3. Reflect on you’re your life, or an area of your life that you’d like to focus on. In column 3 of the table, rate how much each of your values were honoured from 0-10, 10 being the highest. What comes up?
4. Next, shift your attention to the career you’d like to embark on next. Based on how important each of your top 3 values and the other work-related values below are for you, rate each of them from a scale of 1-5, 5 being the most important.

|  |  |
| --- | --- |
| **Criteria** | **Rating** |
| Value #1: |  |
| Value #2: |  |
| Value #3: |  |
| Prestige of employer |  |
| Career progression |  |
| Physical work environment |  |
| Compensation |  |
| Leading others |  |
| Work-life balance |  |
| Flexibility |  |
| Meaningful work |  |
| Professional development |  |
| Collaboration |  |
| Autonomy |  |
| Innovation |  |
| Other: |  |

# The Competing Values Framework

## When you know a bit more about your values, use the framework below to explore what type of organizations may fit you better.



Source: Cameron, K. S., & Quinn, R. E. (2011). *Diagnosing and changing organizational culture: Based on the competing values framework*. John Wiley & Sons.

# How do all these insights about yourself so far contribute to your career decisions?

Industries

Functional areas (e.g. marketing, operations, research)

Personal brand

Action plan