What job would you like to do?

Aims and objectives

→ Understand what's important to you (**values**) and what you're good at (**strengths**)

→ Understand what sort of job you might want to do

→ Find inspiration for jobs

What are my own personal values?

Values are the things you believe are important to you and the way that you live. They are personal to you and help determine your priorities.

For example, if your top value is family, but you have to work a 70-hour week in your job, you will likely feel unhappy because what you are doing is not matching your values. However, if your top value is personal growth or money, then working long hours might give you a sense of fulfilment.

In this sort of situation, understanding your values can really help with making decisions to make you feel happier and more satisfied.

It is also important to understand your values because the world of recruitment has shifted towards a values-based way of selecting candidates.

This means that employers now care about your personal values and motivations, and they could ask you about them in an application or interview. Employers want to ensure your core values align with their company values

It is therefore also important to research a company's values before you apply for a job there.

Activity: Uncover your values

Step 1

It can be hard to identify your own personal values, but these questions might help.

Think about different points in life when you were you most happy or content.

→ What were you doing?

→ What factors contributed to this feeling of happiness, content or fulfilment?

Think about a time when you felt proud or satisfied.

→ Why were you proud?

→ What is important to you?

→ If the world was going to end in 6 weeks, what would you prioritise doing?

Use the box below if you want to write your thoughts down.

Step 2

With the answer to the above in mind, circle any of the values below that pop out of the page for you. Or use the empty boxes on the next page to add some of your own.

Achievement	Adventure	Ambition	Being the best	Belonging	Calmness
Sense of accomplishment	Enjoy new experiences and challenges	Drive, Enthusiasm, Aspirations	Feeling of success, Driven	A part of something, Inclusion	Peaceful, Composure
Caring	**Challenge**	**Community**	**Commitment**	**Compassion**	**Competitive**
Sense of accomplishment	Pushing yourself, sense of achievement	Belonging, Relationships	Reliable, Faithfulness	Kindness, Understandg	Ambition, Driven, Focus
Creativity	**Dedication**	**Determination**	**Energy**	**Empathy**	**Enthusiasm**
Being imaginative, Creating things	Commitment, Hardworking	Willpower, Grit	Vitality, Spirit, Positivity	Sympathy, Approachable	Eager, Energy, Interest
Fairness	**Faith**	**Family**	**Flexibility**	**Fitness**	**Freedom**
Rational, Honest, Truthful	Being imaginative, Creating things	Being imaginative, Creating things	Being imaginative, Creating things	Being imaginative, Creating things	Being imaginative, Creating things
Friendship	**Fun**	**Fulfilment**	**Generosity**	**Hardworking**	**Health**
Rational, Honest, Truthful	Rational, Honest, Truthful	Rational, Honest, Truthful	Rational, Honest, Truthful	Rational, Honest, Truthful	Rational, Honest, Truthful
Happiness	**Honesty**	**Humour**	**Independence**	**Individuality**	**Involvement**
Contentment, Peace of mind	Moral, Fair	Fun, Laughter	Self-sufficient, Freedom	Individual, Identity	Belonging, Being included
Integrity	**Joy**	**Kindness**	**Knowledge**	**Leadership**	**Love**
Contentment, Peace of mind	Delight, Satisfaction	Compassion, Gentle, Approachable	Enjoy learning	Help and guide others	Friendships, Respect, Care
Loyalty	**Money**	**Making a difference**	**Mindfulness**	**Open-mindedness**	**Optimism**
Devotion, Trustworthiness	Earning money, Stability	Positive impact on others	Awareness, Mental wellbeing	Acceptance, Approachable	Positive outlook, Enthusiasm

Proactive	Personal Growth	Respect	Recognition	Resilience	Relationships
Can-do attitude, Enthusiasm	Development, Potential	For others, for yourself	Acknowledgment, Status	Belief in yourself, Bounce back	With others, friends, family, colleagues
Responsibility	**Security**	**Spirituality**	**Stability**	**Success**	**Teamwork**
Being accuntable, Importance	Peace of mind Freedom	Strong religious or spiritual beliefs	Balance, Security	Accomplish	Working with others
Trust	**Wellbeing**				
Honesty, Loyalty, Reliability	Looking after yourself				

Step 3

Prioritise your circled values into a top 10…and then into a top 5. Write them below.

My top 10 values → **My top 5 values**

Company Research

Now that you understand a bit more about your own values, when you research different company's core values you will be able to make sure that:

→ Both the company and job are right for you
→ You are prepared to answer questions on your values

On the next page is an example of someone deciphering 2 very different companies values and matching them to their own core values and beliefs.

Remember

Your values and the company's values don't have to be an exact match for it to be the right fit for you!

NHS

Company Example

Company Values →	**My Values**
Respect and dignity • Demonstrate respect for dignity, choice, privacy and confidentiality • Recognise and value uniqueness and diversity • Be polite and courteous in communications and actions • Be sincere, honest and constructive	**Respect** *For others, for yourself* It is really important for me to treat other people how I like to be treated. I like to hear other people's opinions and like to make sure everyone has the chance to take part.

NHS

Company Values →	**My Values**
Compassion • Everyone is treated with sensitivity and kindness • Everyone feels listened to, secure, understood and is treated compassionately • Staff are approachable and contribute to creating a calm and friendly atmosphere • Providing a safe and caring setting for patients and staff	**Kindness** *Compassion, gentle, approachable* I believe it is really important to be helpful, thoughtful and considerate of other people. Being kind makes other people feel good, and that makes me feel good.
Commitment to quality of care • Demonstrate a commitment to doing our best • Work together to achieve high quality services • Use our knowledge and enthusiasm to implement positive change and overcome challenges • Encourage and explore ideas for improvement	**Dedication** *Commitment, hardworking* I take pride in my work and like to complete tasks to the highest standards possible. I like to know how I can improve and get better.
Working together for patients • Understand and value each other's role and contribution • Be fair, thoughtful, welcoming and kind to colleagues • Offer support, advice and encouragement to others • Recognise, share and celebrate our successes	**Teamwork** *Working with others, collaborating* One of my top values is teamwork. It is important to me to work closely with other people, and to be part of a team working towards the same goals.

Prince's Trust
Company Example

Company Values → My Values

Approachable

We are open-minded and value diversity

- Open-minded and willing to hear and learn new things
- Understanding of others and recognising individual differences as positive
- Inclusive of everyone
- Friendly and easy to talk to

Open-mindedness

Acceptance, Approchable

An important personal value of mine is open-mindedness. As being open and understanding of other people, their beliefs, cultures and interests is central to my values.

Non-Judgmental

We are open-minded and value diversity

- Open and understanding of different people
- Receptive and inclusive of people no matter who they are
- Able to place yourself in the other person's shoes
- Acceptance and respect of others feelings, experiences and values

Empathy

Sympathy, Approchable

One of my top values is empathy, as being kind and understanding is core to my beliefs and is how I like to build relationships with people.

Prince's Trust
Company Example

Company Values → My Values

Passionate

We are absolutely comitted to supporting young people

- Open-minded and willing to hear and learn new things
- Understanding of others and recognising individual differences as positive
- Inclusive of everyone
- Friendly and easy to talk to

Energy

Vitality, Spirit, Energy

My top personal value is energy. This drives passion in both my work and my personal life.