

**Our values are an important part of the career equation.** When the work we are doing as professionals is aligned to what is important to us, we often feel happier and more satisfied in our careers. And, when it isn't, there can be some conflict and feeling like we are not getting what we need from our work.

It is important to take a closer look at who we are and how that is aligned to the opportunities that we pursue as a part of our career path. Though similar in a few ways to our career motivators, values do not tend to shift nearly as often or as much.

## What are your work values?

Below are 25 common values (in random order) cited by those working in the insurance sector. There is also a space (or you can create several if you like) that allows you to include anything that might be important to you but is not already included on this list.

Rank order these values in order of most important to least important to you - 1 being most important and 26 being least important. (This is not meant to be an easy task and may take some time/discussion with trusted advisors in your life).

1. <b>Stability</b>	<input type="checkbox"/>	14. <b>Trust</b>	<input type="checkbox"/>
2. <b>Variety</b>	<input type="checkbox"/>	15. <b>Professionalism</b>	<input type="checkbox"/>
3. <b>Rewards</b>	<input type="checkbox"/>	16. <b>Opportunity</b>	<input type="checkbox"/>
4. <b>Recognition</b>	<input type="checkbox"/>	17. <b>Team Environment</b>	<input type="checkbox"/>
5. <b>Challenge</b>	<input type="checkbox"/>	18. <b>Autonomy/Empowerment</b>	<input type="checkbox"/>
6. <b>Community</b>	<input type="checkbox"/>	19. <b>Social Responsibility</b>	<input type="checkbox"/>
7. <b>Inclusivity</b>	<input type="checkbox"/>	20. <b>Helping Others</b>	<input type="checkbox"/>
8. <b>Advancement</b>	<input type="checkbox"/>	21. <b>Data/Information</b>	<input type="checkbox"/>
9. <b>Learning</b>	<input type="checkbox"/>	22. <b>Transparency</b>	<input type="checkbox"/>
10. <b>Growth</b>	<input type="checkbox"/>	23. <b>Technology</b>	<input type="checkbox"/>
11. <b>Diversity</b>	<input type="checkbox"/>	24. <b>Evolution</b>	<input type="checkbox"/>
12. <b>Respect</b>	<input type="checkbox"/>	25. <b>Reach/Scope of My Work</b>	<input type="checkbox"/>
13. <b>Ethics/Integrity</b>	<input type="checkbox"/>	26. _____	<input type="checkbox"/>

## Understand your values and role.

Identify the values that are in your Top 5 – these are your ‘core’ values and write them in the space below. Then, indicate on a scale of 1 – 5, how well these values are reflected in/aligned to your current role.

*(5 – Well Aligned, 4 – Aligned, 3 – Fairly Aligned, 2 – Somewhat Aligned, 1 – Not aligned)*

Core Values	Alignment to Current Role
1.	
2.	
3.	
4.	
5.	
<b>Score:</b>	

## How well do your core values align with your current role?

**05 – 10** It would seem that there are some disconnects between what you value and your current work. It is suggested that you have a conversation with your manager/HR to explore if there are ways to boost alignment or help identify other areas of the organization that might offer a better fit with your work values.

**11 – 15** There seems to be fairly good alignment with your core values and your current role. There is likely some room to increase alignment here. You might find it fruitful to explore this in greater detail with your manager/HR team.

**15 – 20** It would appear that there is good alignment between your work and the values you identified as being important to you. This hopefully is contributing to your overall satisfaction in your current role. However, if there is something that is on your mind, it might be a good idea to surface it with your manager/HR to ensure your work is as meaningful to you as possible.

**20 – 25** There is very good alignment between your core values and your current role. This is likely a significant factor in your engagement and overall work satisfaction. That said, if there is ever something feeling out of sync and not reflected here, consider that it may be another aspect of your career (learning, motivation, skills and experiences, readiness for your next opportunity, etc.)- surface it with your manager/HR and work it through together.



## Opportunity for further reflection

Based on your score, how do you feel that your values are aligned to your current role? How is this impacting your overall career satisfaction?

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Why do you think they are/are not well aligned?

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Can you provide examples of how your values are lived out in your work?

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