

### **Work Environment**

- Flexibility
- Work under tight deadlines
- Pleasant surroundings
- Time freedom
- Stability & security
- High earnings/salary
- Action-oriented
- Relaxed work pace
- Quiet environment
- Highly organized
- Excitement
- Work under pressure
- Predictability & structure
- Specific location
- High volume of public contact
- Comfortable & stable income
- Work outdoors
- Private office
- Safe environment
- Aesthetically pleasant surroundings

### **Work Content**

- Achievement-focused
- Precision work
- Challenging work
- Serve as a leader
- High levels of competence required
- Ability to see tangible results
- High-risk work
- Work on cutting edge of knowledge
- Detail-oriented
- Social activism focus
- Intellectual stimulation
- Excellence valued
- Focused/detailed work
- Opportunity for creativity & self-expression
- Change & variety
- Growth opportunity
- Control of daily work
- Adventurous work
- Helping others

### **Work Relationships**

- Teamwork focus
- Trust among colleagues
- Cultural diversity
- Caring relationships
- Competitive environment
- Cooperation & collaboration
- Humor & fun
- Harmony—low levels of conflict
- Autonomy
- Recognition for accomplishments
- Support from supervisors & managers
- Open communication
- Work independently
- Coworkers considered friends
- Shared values
- Colleagues provide intellectual challenge & stimulation

### **Intrinsic & Personal Values**

- Integrity
- Status/prestige
- Achievement/results-oriented
- Respect from others
- High levels of responsibility
- Power
- Influence people
- Appreciation
- Belonging and sense of community
- Equality
- Independence
- Focus on service/contribution
- Authenticity
- Commitment
- Work-life balance
- Honesty
- Directly help others
- Impact society
- Justice & fairness
- Connection to religion/spirituality