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| CAREER CRUISER | Assessing Your Career Values |

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| **Step 1** | Take a career assessment. |
| **Driving Question** | What career would I find satisfying? |
| **Goal** | Students take a career values assessment. |
| **Standard** | Explain their career interests, skills and values. (CR.1.1)  |

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| **FOR TEACHERS** |

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| **Timeframe** | 1 to 2 roughly hour-long lessons. |
| **Materials** | Internet and digital device access. Alternatively, a print version of the career values assessment can be found at: <https://www.onetcenter.org/WIL.html#paper-pencil>.  |
| **Xello** | [Xello](https://xello.world/en/florida-college-career-ready/), Florida’s official K-12 public school career planning and work-based learning coordination system, has tools you can use on this topic!  Within the system, navigate to ‘About Me’ to take their career ‘Matchmaker’ assessment. Under ‘Home’ and ‘View All Lessons,’ consider having students complete the ‘Work Values’ lesson. |
| **Overview** | **Beginning*** Review with students the different personal and social-impact values listed in this lesson.

**Middle*** Students will take an online career values assessment and review careers aligned with those values.

**End*** Discuss in pairs which career values assessment results each student most relates to, least relates to and which career(s) they would like to learn more about.

**Extension*** Browse and filter occupations on O\*Net based on work values:
	+ [Work values occupation filters on O\*Net](https://www.onetonline.org/find/descriptor/browse/1.B.2)
	+ [Work styles occupation filters on O\*Net](https://www.onetonline.org/find/descriptor/browse/1.C)
	+ [Work context occupation filters on O\*Net](https://www.onetonline.org/find/descriptor/browse/4.C/4.C.2/4.C.2.d/4.C.2.b/4.C.2.c/4.C.2.e/4.C.3/4.C.3.c)
* Role play:Have students pretend to be school counselors! Each student will swap their career values assessment results with another student. Then, they will individually research which careers align with the other’s career values assessment results. After that, have the students write or discuss recommendations on occupations that the other person should learn more about. Be sure to have students provide a justification for why the occupations might be a good fit for the other student.
* Report/presentation: Have students write a report or give a presentation about an occupation aligned with their career values assessment results. In the report/presentation, have them explain what they like about the occupation, what they do not like about the occupation, and a business or organization they could work for.
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| **FOR STUDENTS** |

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| **Learn** |

Choosing a career is more than just choosing what you will be doing for roughly 40 hours a week. It is also about making an informed decision about what type of lifestyle is right for you and how you want to affect the world around you. In this lesson we will consider how your career will affect you, your loved ones and your community. Consider the lists of work values below, thinking about which are the most important to you. After that, you will take a work values assessment online.

**Personal Work Values**

* Salary & Benefits
	+ How much money do I want to make?
	+ Aside from pay, what other benefits are important to me?
* Work Hours & Time Off
	+ What type of work schedule is right for me?
	+ How much time off from work is right for me?
* Work Location
	+ Do I want to work in a rural, suburban, city or at home location?
* Stress Level
	+ How well do I handle fast-paced or high-stakes situations?
* Achievement & Recognition
	+ How important to me is having a career where I feel a sense of achievement?
	+ How important is it to me to have a career where I can get promotions and recognition?
* Independence
	+ How important to me is it to have creative control and the ability to make decisions on my own?
* Relationships
	+ How important to me is it to work with others in a collaborative and friendly work environment?
* Mental Challenge
	+ How important to me is having a career that is mentally challenging where I can continue to learn and grow?
* Job Security
	+ How important to me is having a steady, consistent employer for an extended period of time?

**Social-Impact Work Values**

* Service
	+ How important to me is positively impacting others through my career?
* Direct Relationships
	+ How important to me is directly interacting with those my career affects?

Your answers to the above questions and the questionnaire below focus on determining what would provide you job satisfaction. Having job satisfaction means you have more things you like about your job than dislike. Take this assessment and work at a job that works for you!

Career assessments, like the values assessment you will take in this lesson, should not be the only way you decide which career is best for you. Think of this as one way to explore careers that should also be combined with other types of career assessments, career guidance and counseling, labor market data, and experiences that connect you with industries, careers, and employers in your area.

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| **Do** |

**Take the O\*Net Work Importance Locator assessment** at (takes approximately 30 minutes to complete): <https://www.careeronestop.org/Toolkit/Careers/work-values-matcher.aspx>.

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| **Reflect** |
| **Highest score:** Which work values did you score the highest on? Explain why this does or does not feel accurate. |  |
| **Lowest score:** Which work values did you score the lowest on? Explain why this does or does not feel accurate. |  |
| **Careers of interest:** Based on your values assessment results and the amount of education you will pursue right after high school, which careers would you like to learn more about? |  |