

# Working Conditions & Work Values

## BEST PLACES TO WORK 2022

### 1. COMPANIES RANKING

Watch this video from Yell about Glassdoor: <https://www.youtube.com/watch?v=6YYk4M2hrBo>

In twos, define the activities of Yell and Glassdoor. How are they related to each other?

List the advantages from recruiters and employees' viewpoint.

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### 2. WORK VALUES

#### 2.1. Definition: what are work values?

Before we can talk about work values, we must discuss what values are in general. They are the **beliefs and ideas** that are important to you and **guide your actions**. For example, you may believe that you should always be honest, go out of your way to help others and be independent. Your work values are simply those principles that have to do with your occupation or job. They are such an important part of who you are that if you don't take them into account when you choose a career or an employment situation, you have little chance of finding job satisfaction.

Clarifying your work values is, therefore, essential. They are **both intrinsic and extrinsic**.

**Intrinsic values** have to do with the actual tasks **involved in practicing a particular occupation or doing a job**.

**Extrinsic** ones are concerned with the **by-products of an occupation or job**. Examples of your intrinsic values could be helping others, doing challenging work and being a leader. Earning a lot of money, getting recognition for what you do and having job security are examples of extrinsic values. They are also called **working conditions**.

Content adapted from "Identifying Your Work Values - An Essential Piece of the Career Planning Puzzle"  
[http://careerplanning.about.com/od/selfassessment/a/work\\_values.htm](http://careerplanning.about.com/od/selfassessment/a/work_values.htm)

## 2.2. Working conditions (= extrinsic values, or by-products of an occupation or job)

Rank all these 21 aspects, individually (1 being the most important one, 20 the least important one).  
Get ready to compare your ranking with your group.

pay/salary	lots of overtime	social benefits, welfare benefits	job security, stability
uniform/ clothes	health insurance	mix of cultures, international environment	sick pay
maternity/paternity leave	long holidays	continuous training, personal development	nice boss, friendly management
mobility	friendly co-workers	work-life balance	cultural, artistic environment
satisfying working hours	promotion, recognition	responsibility	home working, tele-working
diversity inclusive			

Now get into groups of 4 or 3 students to compare your ranking and use these questions to discuss.

1	What benefits & working conditions do you think are important at work?
2	What kind of work environment would you like?
3	Would you prefer to work from home?
4	Do you fear or conquer procrastination when working from home?
5	What would be the things that would make you happy at work?
6	Are you/ would you be a good employee? Why do you think so?
7	What do you think a good boss/ manager is? Why do you think so?
8	What would be your ideal job?

Use the table model below to write down notes of your partners' answers.

All questions used	Student _____	Student _____	Student _____

## 2.3. Work values (= intrinsic values, as beliefs and ideas that guide your actions)

### How to identify your work values?

To identify which work values are important to you, you will use a self-assessment tool called a **work value inventory**. It may sound complicated, but it is simply a list of values that you must rank by order of importance to you. For example, the instructions may tell you to rate each value on a scale of 1 to 10, giving a "1" to those values that are most important to you and a "10" to those that are least important. Alternatively, you may be asked to list a series of work values in order of importance.

A career development professional such as a career counselor or career development facilitator can administer a work value inventory but you can also take one on your own.

For example, you can rank the values on the list below. Use the results to identify appropriate career choices by matching your work values to those involved with different occupations. Since values may differ from job to job as well, you should also take them into account when you are deciding whether to accept a job offer. It is important to note, that while your values play an important role in career choice, they should not be considered in isolation. You also need to look at your personality type, interests and aptitudes.

### Examples and Definitions of Work Values

Here are examples of items that could appear on a work value inventory, along with a definition of each one. When reading this list, think about how important each value is to you. You can think of other values (see Schwartz survey).

<p><b>Helping Others:</b> providing assistance to individuals or groups</p> <p><b>Prestige:</b> having high standing</p> <p><b>Job Security:</b> a high probability that one will remain employed</p> <p><b>Collaboration:</b> working with others</p> <p><b>Helping Society:</b> contributing to the betterment of the world</p> <p><b>Inclusion:</b> diversity, accessibility promoted and implemented in the company</p> <p><b>Recognition:</b> receiving attention, credit for your work</p> <p><b>Compensation:</b> receiving adequate pay</p> <p><b>Achievement:</b> doing work that yields results</p>	<p><b>Autonomy:</b> receiving little or no supervision</p> <p><b>Leadership:</b> supervising/managing others</p> <p><b>Creativity:</b> using your own ideas</p> <p><b>Variety:</b> doing different activities</p> <p><b>Challenge:</b> performing tasks that are difficult</p> <p><b>Leisure:</b> having adequate time away from work</p> <p><b>Artistic Expression:</b> expressing one's artistic talents</p> <p><b>Influence:</b> having the ability to affect people's opinions and ideas</p> <p><b>Utilizing Your Skills and Background:</b> using your education and work experience to do your job</p>
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What is your top 5 work values then? Rank them.

1. .... 2. .... 3. .... 4. .... 5. ....

Now justify why you chose these 5 work values. Give concrete examples to illustrate your choice.

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