



Determining Your Values

Overview

Aligning goals with personal values fosters a sense of purpose and fulfillment. By setting value-based goals, individuals can pursue objectives that resonate with their core beliefs, enhancing intrinsic motivation and contributing to personal growth.

Identify Your Values

Intrinsic Motivation

Intrinsic motivation refers to engaging in an activity for its inherent satisfaction or enjoyment, rather than for external rewards or incentives. It is driven by personal interest, curiosity, and the desire for mastery, autonomy, and self-expression, fostering a sense of fulfillment and satisfaction.

Examples of Intrinsic Motivation

- Challenge and Achievement
 - Finding satisfaction and fulfillment in overcoming professional challenges, setting and achieving goals, and mastering new skills or competencies.
- Personal Growth and Development
 - Valuing opportunities for learning, growth, and advancement within one's career, such as attending training programs, pursuing further education, or taking on new responsibilities.
- Autonomy and Independence
 - Seeking roles or projects that offer a high degree of autonomy and independence, allowing individuals to make decisions, solve problems, and take ownership of their work.
- Meaningful Work
 - Being motivated by the intrinsic value of the work itself, such as the opportunity to make a positive impact on society, contribute to a noble cause, or pursue a passion or interest.
- Work-Life Balance:
 - Prioritizing personal well-being, family, and leisure activities alongside professional responsibilities, recognizing the importance of maintaining a healthy balance between work and life.

Extrinsic Motivation

Extrinsic motivation involves engaging in an activity to obtain external rewards, such as money, recognition, or social approval, rather than for the inherent enjoyment or satisfaction of the activity itself. It is driven by incentives and external factors, influencing behavior outside of personal interest or enjoyment.



Examples of Extrinsic Motivation

- Salary and Benefits
 - Placing importance on monetary compensation, bonuses, and additional benefits such as healthcare coverage, retirement plans, or stock options as indicators of professional success and security.
- Recognition and Awards
 - Seeking external validation and acknowledgment from supervisors, colleagues, or industry peers through awards, promotions, or public recognition of one's achievements and contributions.
- Career Advancement
 - Pursuing opportunities for career progression, such as promotions, raises, or upward mobility within the organizational hierarchy, as a measure of professional success and status.
- Job Security
 - Valuing stability and longevity in one's employment, including factors such as job tenure, contractual agreements, or assurances of continued employment in times of economic uncertainty.
- Prestige and Status
 - Being motivated by the reputation and prestige associated with certain professions, industries, or organizations, seeking opportunities that confer social status, recognition, or influence.

Values

- Integrity
 - Upholding honesty, sincerity, and ethical principles in all interactions.
 - *Example:* Admitting mistakes and rectifying errors, even if it impacts reputation.
- Respect
 - Valuing diverse perspectives, treating others with dignity and fairness.
 - *Example:* Actively listening to diverse viewpoints, fostering inclusivity in decision-making.
- Accountability
 - Taking responsibility for one's actions, decisions, and outcomes.
 - *Example:* Owning up to mistakes and working to rectify them, rather than blaming others.
- Professionalism
 - Demonstrating professionalism in demeanor, appearance, and conduct.



- *Example:* Maintaining a positive attitude and adhering to organizational standards even in challenging situations.
- Teamwork
 - Collaborating effectively with colleagues to achieve common goals.
 - *Example:* Sharing information and resources, supporting team members in achieving objectives.
- Innovation
 - Embracing creativity and forward thinking to drive improvement and growth.
 - *Example:* Proposing new ideas or solutions to enhance efficiency or solve problems.
- Continuous Learning
 - Pursuing ongoing personal and professional development.
 - *Example:* Attending workshops, seeking feedback, and staying informed about industry trends.
- Adaptability
 - Being flexible and open to change in response to evolving circumstances.
 - *Example:* Adjusting strategies or approaches to meet changing market conditions or customer needs.
- Leadership
 - Inspiring and guiding others towards achieving common goals.
 - *Example:* Providing mentorship and support to team members, leading by example.
- Empathy
 - Understanding and considering the perspectives and feelings of others.
 - *Example:* Taking the time to listen to colleagues' concerns and offering support or assistance when needed.

Set Value-Based Goals

Example

SMART Goal: Within six months, establish a culture of transparency and integrity within the team.

Action Plan

- Educate Myself



- Research ethical leadership practices for one hour weekly.
- Lead by Example
 - Demonstrate honesty and transparency in communication.
- Establish Feedback Mechanisms
 - Implement monthly anonymous feedback surveys.
- Facilitate Discussions:
 - Host bi-monthly team meetings to discuss ethical dilemmas.
- Provide Resources
 - Offer training sessions on ethical decision-making.
- Monitor Progress
 - Assess initiatives through feedback surveys and team discussions, adjusting strategies as needed.

Source

Indeed. (n.d.). Career values: What are your career values & how to find them. Indeed.
<https://www.indeed.com/career-advice/career-development/career-values>

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