



KEY CONCEPTS

- Job satisfaction
- Personal values
- Lifestyle values
- Work values



CLASSROOM MATERIALS

- Handout 2.1
- Handout 2.2
- *My Career Plan*
- Newspaper Help Wanted section

For Additional Activity 3:

- Handout 2.3

For Additional Activity 4:

- Handout 2.4



CAREER COACH WEBSITE LINKS

- Website content is integrated into lesson plan and handouts.

LEARNING OBJECTIVES

Through the lesson and related assignments, students will:

- Identify their individual personal, work, and lifestyle values
- Understand how values impact career choices and relate to job satisfaction

LESSON SET-UP

For this lesson you will need:

ACTIVITY 1

- Enough copies of **Handout 2.1** for each member of your class

ACTIVITY 2

- Enough copies of **Handout 2.2** for each member of your class
- Students to take **My Career Plan** out of their portfolios

WRAP-UP AND ASSIGNMENTS

- Newspaper Help Wanted section

ADDITIONAL ACTIVITY 3

- Enough copies of **Handout 2.3** for each member of your class

ADDITIONAL ACTIVITY 4

- Enough copies of **Handout 2.4** for each member of your class

FYI

For more information on:

- Values and career choices, see http://ilearn.senecac.on.ca/careers/goals/values_career_path.html

Introduction (5 minutes)

1. Review the last session, which introduced the difference between a job and a career and presented how getting the education needed for a career greatly improves a person's earning power.
2. The assignment had students answer two questions in their notebooks. Ask for two to three volunteers to read their answers. If more students want to read their answers, allow it.
 - *Why do I want to develop a career?*
 - *What do I want to get out of this class?*
3. Introduce the main point of the lesson to students. Explain that they will:
 - Identify their own personal, work, and lifestyle values.
 - Understand how fulfilling those values can help them make career choices and bring job satisfaction.
4. Ask students to write two questions in their notebooks. They will answer them after the class.
 - *What are my most important personal values?*
 - *What work and lifestyle values will I consider when choosing a career?*

Identifying Personal Values

Background (5 minutes)



Introduce a discussion of values and careers. Start with some examples:

- *Ramon decided to become a guidance counselor because he believes it's important for young people to have strong role models in their schools.*
- *Jackie decided to become a police detective because she wants to make sure people in her community are safe and secure.*

Use these examples to ask students: *What do we mean when we talk about values? What are values?* Accept reasonable answers. Explain that *values are the principles that guide how we act and how we relate to other people* and the rest of society. Explain that we are more likely to be committed to a career if we identify our values and plan for a career that reflects these values.

Explain that there is more than one type of values. Personal values can have a strong influence on our career choices. Personal values are:

- Deeply held beliefs that influence our decisions and actions
- Reflected in our behavior and actions
- Standards that we live our life by

Examples

- *People who value adventure or physical courage work or volunteer in dangerous situations.*
- *People who value a healthy lifestyle prepare nutritious meals or find time to incorporate exercise or sports into their lives.*

ACTIVITY 1: Quick Values Identification (10 minutes)**WORKSHEET****Pass out *Handout 2.1***

1. Discuss the idea that values influence our decisions and reflect what is important in our life.

Values affect:

- What we teach our children
- How we choose our friends
- How we spend our free time
- How we choose our careers
- How satisfied we are with our jobs

2. Pass out ***Handout 2.1: Quick Values Identification***. Guide the students through the Quick Values Identification.

- Read the directions out loud.
- Give the students five minutes to complete the exercise.
- Have volunteers read their five values.
- Explain that they have identified a few of their personal values.

Values and Job Satisfaction**Background (5 minutes)**

Explain that personal values often influence our work values and lifestyle values.

- Work values reflect how we would like to work and determine how we behave toward the work itself, our coworkers, managers, and the public.
- Lifestyle values reflect how we would like to live.

Explain to students that we are more likely to be satisfied with our career choices if our values are supported at work.

Examples

If spending time with family is a strong value, career satisfaction will be greater with a job that has one or more of the following benefits:

- *Short commuting time*
- *Flexible work schedule*
- *On-site child care*
- *Limited overtime*
- *Limited work-related trips away from home*

ACTIVITY 2: My Values and Career Choices (20 minutes)

WORKSHEET Tell students that our work and lifestyle values are important to consider when choosing a career.



Pass out **Handout 2.2**



Pass out **Handout 2.2: My Values and Career Choices** to each student.

1. Tell students that they will work on their own to develop statements about their own work values and lifestyle values.
2. First have students do the Work Values Checklist. Make sure that they check off five values and write them on the bottom of the page.
3. Now read the directions and the example on the Work Values Statement page. Give students five minutes to write five work values statements. Ask for volunteers to share their statements.
4. Next have students do the Lifestyle Values Checklist. Make sure that they check off five values and write them on the bottom of the page.
5. Now read the directions and the example on the Lifestyle Values Statements page. Give students two minutes to write two lifestyle values statements. Ask for volunteers to read their statements.
6. Ask students to take out **My Career Plan** from their portfolios. Ask students to use **Handout 2.2** to fill in the section on values.
7. Tell students to place **My Career Plan** in their portfolios.

Wrap-Up and Assignments (5 minutes)

1. Summarize that it is important to consider which values are important to you when making career choices.
 - Values are beliefs that are important to you; they influence your behavior and contribute to your sense of satisfaction.
 - If you work in a job that matches your values, the chance of enjoying your work and doing well on the job is greatly increased.

Tell students that they will use these values to help them research and choose a career. Explain that identifying their work and lifestyle values will help them know what questions to ask about a career when they begin talking to people who work in that field.

Defining values and relating them to career choices is a life-long process.

- Values shift as life events influence our thinking and actions.
- Values are defined when you think about what you want in life and what will help you to be satisfied in your target career.

Wrap-Up and Assignments (cont.)



Use Newspaper Help Wanted section

2. Instruct students to browse job openings in the local newspaper or on one of the following websites and to find one advertisement for a career that appeals to them. Bring in the paper and show them where to find the job ads. If they have access to the Internet, they can look on:

- <http://www.careerbuilder.com/>
- <http://www.monster.com/>

Request that students bring the job ad to class next week ready to discuss:

- *What appeals to you about the career described in the job ad you selected?*
- *How does this career reflect the work and lifestyle values you identified in Activity 2: My Values and Career Choices?*

3. Remind students that they wrote two questions in their notebooks. Have them write answers to the questions and bring them to the next class. They can write a few sentences to answer each question:

- *What are my most important personal values?*
- *What work and lifestyle values will I consider when choosing a career?*

Additional Activities

You may choose to substitute one of these activities for an activity in the lesson or to use any of them as time permits.

Additional ACTIVITY 3: How Work Values Are Formed

SMALL GROUP DISCUSSION and WORKSHEET

Background

- When we are young, parents and family members influence our thinking.
- During our school years, authority figures such as teachers, coaches, and Girl Scout or church leaders are influential.
- During the teen years, the process of rejecting parental influence and choosing our own values begins. Personal values are identified and taken into consideration when making career and life decisions.



Pass out *Handout 2.3*

Divide students into groups of four. Direct groups to answer the questions on ***Handout 2.3: Understanding How Work Values Are Formed*** as a way to think about and discuss how family members have influenced their values regarding work. Students can write their answers after they have finished the discussion.

Additional ACTIVITY 4: Board of Directors

GRAPHIC REPRESENTATION

Pass out **Handout 2.4: Your Board of Directors**. Businesses and organizations have boards of directors to guide them in making good decisions.



Pass out **Handout 2.4**

Have students:

- Think of people who influence them in making decisions
- Choose five people who influence them in a positive way and support them in their goals
- Appoint those five people to their own personal board of directors by writing their names next to the chairs and writing a lesson learned from them
- Plan to seek the people out for career advice

Handout 2.1: Quick Values Identification

Directions

- Look through the list of values carefully.
- With a pen or pencil, draw a line through the three values that are least important to you.
- Do the same thing four more times, always eliminating the next three values that are of least importance to you.
- The five remaining values are some of your unique personal values.

Personal Values

Commitment to family	Faith or religion	Learning
Security	Healthy lifestyle	Generosity
Fame	Kindness	Variety
Order	Service to others	Independence
Creativity	Fairness	Adventure/excitement
Loyalty	Love	Advancement
Money	Power	

Handout 2.2: My Values and Career Choices

Work Values Checklist

Read the following values related to work. Check off five work values most important to you in making a career choice. Then write the five values on the lines below.

- | | | |
|--|--|--|
| <input type="checkbox"/> Help others | <input type="checkbox"/> Have power and status | <input type="checkbox"/> Have flexible hours |
| <input type="checkbox"/> Work for a good cause | <input type="checkbox"/> Experience variety and change | <input type="checkbox"/> Work in a culturally-rich workplace |
| <input type="checkbox"/> Be challenged mentally | <input type="checkbox"/> Work on a close-knit team | <input type="checkbox"/> Be well paid |
| <input type="checkbox"/> Be challenged physically | <input type="checkbox"/> Have lots of public contact | <input type="checkbox"/> Work in an orderly environment |
| <input type="checkbox"/> Have opportunity for growth and advancement | <input type="checkbox"/> Work on my own | <input type="checkbox"/> Have a high standard of quality |
| <input type="checkbox"/> Be respected by co-workers | <input type="checkbox"/> Have regular hours | <input type="checkbox"/> Work in a fast-paced environment |
| <input type="checkbox"/> Work in an office | <input type="checkbox"/> Work with my hands | <input type="checkbox"/> Be accepted by my co-workers |
| <input type="checkbox"/> Other (your choice) _____ | | |

The five work values most important to me are:

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

Handout 2.2: My Values and Career Choices

Work Values Statements

Now write a sentence about each one of the five work values and what you want in a career.

Example:

My work value of being well paid would be reflected in work and a workplace that offers a good salary.

1. My work value of _____ would be reflected in work
and a workplace that offers _____.

2. My work value of _____ would be reflected in work
and a workplace that offers _____.

3. My work value of _____ would be reflected in work
and a workplace that offers _____.

4. My work value of _____ would be reflected in work
and a workplace that offers _____.

5. My work value of _____ would be reflected in work
and a workplace that offers _____.

Handout 2.2: My Values and Career Choices

Lifestyle Values Checklist

Read the following values related to the type of lifestyle that you would like to have. Check off five lifestyle values most important to you in making a career choice. Then write the five values on the lines below.

- Have fun
- Own a home
- Buy a car
- Live simply
- Spend time with my family
- Go to school
- Buy expensive things
- Take vacations
- Be able to take care of my children
- Be active in my church or community
- Have access to sports and recreation facilities
- Have lots of friends
- Save money
- Have lots of down time
- Have lots of personal privacy
- Have time for personal growth
- Go out a lot
- Be able to take care of my parents
- Other (your choice) _____

The five lifestyle values most important to me are:

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

Handout 2.2: My Values and Career Choices

Lifestyle Values Statements

Now write two sentences about what two of your lifestyle values mean about your career choices.

Examples:

My lifestyle value of spending time with my family would be reflected in work and a workplace that offers regular hours.

My lifestyle value of taking vacations would be reflected in work and a workplace that offers two or more vacation weeks a year.

1. My lifestyle value of _____ would be reflected in work and a workplace that offers _____.

2. My lifestyle value of _____ would be reflected in work and a workplace that offers _____.

Handout 2.3: Understanding How Work Values Are Formed

1. What messages about work, career, and making money did you receive from your parents and family when you were growing up?

2. When choosing your own values regarding work, what family messages do you choose to leave behind and what family messages do you wish to keep?

3. How would you like to feel about your work?

Handout 2.4: Your Board of Directors

- Who are the individuals in your life that influence you the most?
- If your life were a business organization, who would you choose to be on your Board of Directors? In other words, who are the five people who most strongly support your personal and career success? List their names on the chairs around the table. Next to each name, list a few of the important lessons learned from each director.
- Now plan to talk to each of these people about your career goals.

Director Name:
Lesson Learned:

Director Name:
Lesson Learned:

Director Name:
Lesson Learned:

Director Name:
Lesson Learned:

Director Name:
Lesson Learned: