

VALUE-BASED CAREER DESIGN EXERCISE MANUAL

Welcome to the Value-Based Career Design Exercise! This manual is designed to guide you through a reflective process to help you identify and align your core values with your career aspirations. Understanding your values is a critical step in designing a fulfilling and meaningful career.

Step 1: Identify Your Top 10 Values

Start by reviewing the provided list of values. From the list below, select the 10 values that resonate most with you. These values should represent what you find most important in your life and your future career.

Tip: Don't overthink your choices. Go with your instincts and select the values that feel right to you.

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|--|--|---|
| <input type="checkbox"/> Personal Growth | <input type="checkbox"/> Creativity and Innovation | <input type="checkbox"/> Self-Love |
| <input type="checkbox"/> Recognition | <input type="checkbox"/> Safety and Security | <input type="checkbox"/> Rituals and Traditions |
| <input type="checkbox"/> Accountability | <input type="checkbox"/> Financial Well-being | <input type="checkbox"/> Autonomy |
| <input type="checkbox"/> Inspiration | <input type="checkbox"/> Sustainability | <input type="checkbox"/> Leadership |
| <input type="checkbox"/> Helping Others | <input type="checkbox"/> Knowledge and Learning | <input type="checkbox"/> Strength and Resilience |
| <input type="checkbox"/> Inner Peace | <input type="checkbox"/> Gratitude | <input type="checkbox"/> Flexibility and Adaptability |
| <input type="checkbox"/> Diversity and Inclusion | <input type="checkbox"/> Faith and Belief | <input type="checkbox"/> Empathy |
| <input type="checkbox"/> Expertise | <input type="checkbox"/> Collaboration | <input type="checkbox"/> Resourcefulness |
| <input type="checkbox"/> Vulnerability | <input type="checkbox"/> Efficiency | <input type="checkbox"/> Decisiveness |
| <input type="checkbox"/> Global Awareness | <input type="checkbox"/> Stability | <input type="checkbox"/> Competence |
| <input type="checkbox"/> Rest and Wellness | <input type="checkbox"/> Humor | <input type="checkbox"/> Mindfulness |
| <input type="checkbox"/> Productivity | <input type="checkbox"/> Truth | <input type="checkbox"/> Grace |
| <input type="checkbox"/> Intuition | <input type="checkbox"/> Excellence | <input type="checkbox"/> Meaningful Work |
| <input type="checkbox"/> Healthy Boundaries | <input type="checkbox"/> Beauty and Aesthetics | <input type="checkbox"/> Rationality |
| <input type="checkbox"/> Active Listening | <input type="checkbox"/> Courage | <input type="checkbox"/> Democracy and Voice |
| <input type="checkbox"/> Family and Connections | <input type="checkbox"/> Humility | <input type="checkbox"/> Self-Control |
| <input type="checkbox"/> Excitement | <input type="checkbox"/> Purpose and Meaning | <input type="checkbox"/> Balance |
| <input type="checkbox"/> Travel and Exploration | <input type="checkbox"/> Privacy | <input type="checkbox"/> Variety |
| <input type="checkbox"/> Laughter and Joy | <input type="checkbox"/> Freedom | <input type="checkbox"/> Patience |
| <input type="checkbox"/> Entrepreneurship | <input type="checkbox"/> Nature and Environment | <input type="checkbox"/> Challenges and Growth |
| <input type="checkbox"/> Wonder and Curiosity | <input type="checkbox"/> Respect | <input type="checkbox"/> Loyalty |

☐ Love and Relationships

Step 2: Narrow Down to Your Top 5 Values

Now that you have your top 10 values, reflect on each one. From this list, narrow it down to the 5 values that you feel are absolutely essential to your happiness and success.

Tip: Ask yourself, “Which values can I not imagine living or working without?”

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Step 3: Identify Your Top 3 Values

Next, identify the 3 values that are non-negotiable for you. These values form the foundation of your decisions, guiding your actions and choices in your personal and professional life.

Tip: Consider how these values have influenced your past decisions and how they might shape your future.

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Step 4: Select Your #1 Value

Finally, choose the single value that stands out above the rest. This value should guide you the most as you embark on your career journey. Remember, this exercise prioritizes what's most important to you today.

Tip: It's okay if this value changes over time. What's important is that it reflects your current priorities.

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Step 5: Align Your Values with Potential Careers

If you have a career interest in mind (e.g., Marketing, Engineering, Teaching), think about how your top values align with that field.

Reflections and Action Plans

Now that you've identified your core values, it's important to take a moment to reflect on what these values mean to you as you begin your college journey. Understanding your values is key to making decisions that align with who you are and who you want to become.

Reflection Questions:

1. How do these values influence your current decisions?
 - Think about how your selected values have already played a role in the choices you've made so far. For example, if "Curiosity" is one of your values, how has it guided your choice of classes, extracurricular activities, or even your major?
2. In what ways do these values align with your future goals?
 - Consider how your values can shape your academic and career decisions. If "Helping Others" is a core value, how might this influence your decision to volunteer, choose a major in social work, or pursue a career in healthcare?
3. Are there any areas where your values and goals might conflict?
 - It's possible that your values might not always align perfectly with your goals. For instance, if you value "Freedom" but are considering a highly structured career, how might you balance these aspects? Reflect on how you can navigate such conflicts.
4. How can you use these values to guide your choices throughout college?
 - Your values can serve as a compass during your college years, helping you decide which opportunities to pursue, which challenges to embrace, and which paths to follow. Consider how you can stay true to your values when making important decisions, such as choosing a major, internships, or extracurricular activities.
5. How might these values evolve over time?
 - As you grow and gain more experiences in college, your values may shift. Think about how you can remain open to this growth while staying grounded in the values that are most important to you right now.

Action Plans:

1. Share with Peers:
 - Discuss your top values with your classmates or in small groups. Sharing your reflections can help you gain new insights and see different perspectives. It can also help you find common ground and build connections with others who share similar values.
2. Consult with a Career Advisor:
 - Schedule a meeting with a career advisor to discuss how your values can influence your career path. They can provide guidance on how to integrate your values into your academic and professional decisions.
3. Create a Value-Based Plan:
 - Use your values as the foundation for creating a personal development plan for your college years. This plan might include selecting courses, joining clubs, or seeking internships that align with your values.
4. Track Your Progress:
 - Regularly check in with yourself to see how well your choices align with your values. Adjust your plan as necessary to ensure you're staying on the path that feels most authentic to you.
5. Engage in Reflective Practice:
 - Make time for regular reflection, whether through journaling, discussions with mentors, or personal contemplation. This will help you stay connected to your values as you navigate new experiences and opportunities.

Next Steps:

Remember, identifying your values is just the beginning. As you continue through college, regularly revisit your values and reflect on how they influence your decisions and experiences. This ongoing reflection and action will help you stay true to yourself and ensure that your college journey is both fulfilling and aligned with your personal and professional goals.