



WHEN I GROW UP

what do you want to be when you grow up?

Michelle Ward | Creative Career Coach

WORKIN' IN OUT

By now, you have your skills & your interests down (no? Then download *Skills That Pay the Bills & It's Cool!*) so you know what you like & what you do good & stuff. But what will that matter if you don't know what you type of work environment you'll thrive in? We'll use this exercise to figure out what you need in order to not get stuck in a company full of suits if you're a flip-flops kinda guy. Or vice versa.

Put a check, or an X, or a smiley face, or whatever the heck you want in the left hand column to show that you value that, uh, value. The blank rows are for you to add your own! Here are your options:

HECK YES!	VALUE	DEFINITION
	Independence	Don't need a lot of direction to start & complete a project; don't have to conform to regulations or follow what The Man says
	Challenge	Be continually engaged with complex questions, demanding tasks, trouble shooting &/or problem solving (aka Use Your Brain)
	Expert Status	Impress people with how much you know about your position/company/field; get respect & be seen as a smarty pants
	Job Tranquility	A relaxed, stress-free position &/or environment
	Creative Expression	Create &/or execute new programs, services, products & ideas that came from you
	Pressure	Be in a time-sensitive environment with deadlines & little room for error. Fun!
	Physical Challenge	Use your bodily strength, speed, dexterity, agility & overall buffness as part of your job.
	Security	Feel as assured as possible that you won't get canned
	Detailed work	Execute tasks that require you to pay attention
	Variety	Not doing the same darnfalootin' thing every day
	Knowledge	Learn stuff on the job
	Fast Pace	An environment that expects you to hustle
	Advancement	Climb that ladder!
	Excitement	Experience a high degree of awesomeness on the job



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	Forefront	Be on the (final?) frontier of research & development in that field
	Work alone	Uh...work alone
	Friendships	You + Work Friends = BFFs 4Evah
	Influence	Be able to change people's attitudes & opinions, <i>with your mind.</i>
	Affiliation	Be recognized as belonging to a certain company or organization. Yacht optional.
	Help Others	Uh...help others, one-on-one or in small groups
	Power /Authority	Control the destinies of others
	Competition	Be pitted against others to prove your worth.
	Sameness	Doing the same darnfalootin' thing every day
	Help Society	Uh...help society, even if you can't be BFF with each person you've touched
	Location	Not have to drive 5 hours to work
	Make Bank	The opportunity to make a ton of cold, hard cash
	Time Freedom	Work whenever you darn well please
	Artistic Creativity	Engage in creative work in any form that you darn well please
	Recognition	Be publicly recognized for a job well done, even if you're not Brangelina
	Work with Others	Work as part of a group or a team of other awesome peeps
	Adventure	Take frequent & possibly scary risks
	Meaning	Feel that you've made a difference to others or to yourself. Hippy.
	Work-Life Balance	Have adequate time for whatever you like to do outside of work
	Travel	Travel regularly or sporadically, & pay for nothing
	Corporate	A professional environment with lots of suits & established rules
	Accomplishment	Feel that you actually did something at the end of the day



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Now here comes the tough part. Take your Top 10 from the list above & copy it into this table. You can either number them in order, or mark which ones are non-negotiable – however you wanna work it. You can also either leave the definition that's been given to you, or write your own. And yup, you can only pick 10. Unless you're a rule breaker, in which case I'll have to call your parents & let them know that you have detention.

RANK/ NON-NEGOTIABLE?	VALUE	YOUR DEFINITION



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Wait – ya ain't done yet! Now answer the following questions:

1. Which of your Top 10 values is included in your current job? Which ones aren't?

2. Do any of your values clash with one another?



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3. Do any of your work values clash with those of your family or significant other? Do you need to speak to him/her before moving forward with any of them?

4. Do you feel that any of your values will be tough to fulfill? Why or why not?

Bravo! Take a bow, give yourself a treat (in a non-dog-like sorta way), & keep on truckin'! If you're not sure where to turn or what exit to get off at, then contact me for a free 30-minute consultation call. My info's at the bottom of each page, & I'm free to provide directions whenever you need 'em! (Get the metaphor? I thought so).

Best,

Michelle Ward
The When I Grow Up Coach

This exercise has been adapted from Richard L Knowdell's Career Value Card Sort.



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