

# Inventory of Work-Relevant Values (IWRV)

## (Internet Version)

The purpose of this inventory is to find out what work values are important to you. DISCOVER can help you explore career areas (groups of occupations) that are likely to satisfy the values you prefer most and avoid those you prefer least.

Twenty-two value characteristics are placed into four categories: work settings, work tasks, work preparation, and work opportunities. Read the following definitions and mark one of the four choices by circling its number next to each value.

Circle **0** – **Don't Want** - if you want to avoid work that has this characteristic.

Circle **1** – **Not Important** - if you don't care if your work has this characteristic or not.

Circle **2** – **Somewhat Important** - if you hope to have this characteristic in your work.

Circle **3** – **Very Important** - if you really want this characteristic in your work.

### Work Settings

- 0 1 2 3     **Working in an Office** - Working in an office setting most of the time.
- 0 1 2 3     **Working Outside** - Working outdoors most of the time, being exposed to the weather.
- 0 1 2 3     **Working Separately** - Doing work in which you do not talk to or work with other people very often.
- 0 1 2 3     **Public Contact** - Doing work in which much of your time is spent talking to or being seen by people who are not co-workers. You may interact with many different people in a day.
- 0 1 2 3     **40-Hour Week** - Being able to limit your work to not more than 40 hours a week; not being expected to work overtime or take work home most of the time.
- 0 1 2 3     **Flexible Hours** - Being able to choose which hours you want to work, as long as the work gets done on time.
- 0 1 2 3     **Safety** - Working in an environment that is unlikely to cause physical injury or illness; not working near fast-moving machinery, dangerous chemicals, high places you could fall from, etc.

## Work Tasks

- 0 1 2 3 **Authority** - Telling people (who are not employees) what to do; preventing people from doing things they should not do.
- 0 1 2 3 **Management** - Having a job in which you direct others in their work and make sure their work gets done accurately and on schedule.
- 0 1 2 3 **Influencing Others** - Convincing or advising people to do the things you believe they should do, even though you have no authority over them.
- 0 1 2 3 **Helping Others** - Improving the lives of others by activities such as counseling, mentoring, physically assisting, etc.
- 0 1 2 3 **Making Things** - Using your hands and/or tools to make or fix things; producing and repairing objects that you can see or touch.
- 0 1 2 3 **Physical Activity** - Moving around and getting exercise in your work by walking, lifting, etc.
- 0 1 2 3 **Organization** - Doing work in which you put things in order for others; using a system or rules to organize, schedule or arrange things or events.
- 0 1 2 3 **Precision** - Doing work that uses exact standards, either by measuring very carefully or following procedures very carefully.

## Work Preparation

- 0 1 2 3 **Short Training Time** - Being able to start working with no more than 6 months' training after high school.
- 0 1 2 3 **Certification** - Working in an occupation in which a license, credential, or degree that documents preparation to do the work is usually needed to get a job.

## Work Opportunities

- 0 1 2 3 **Prestige** - Doing work that others consider important; people will respect you and look up to you because of your occupation.
- 0 1 2 3 **Achievement** - Doing work that gives you the opportunity to be recognized by others as being outstanding at what you do.
- 0 1 2 3 **High Income** - Earning more than 75% of the people who work in the United States. (In 2000, this meant at least \$30,000 starting or \$40,000 with experience.)
- 0 1 2 3 **Creativity** - Creating something new or developing new methods of doing things; original thinking.
- 0 1 2 3 **Intellectual Stimulation** - Doing work that requires you to think about difficult concepts; learning about new things as a part of your work.

## **THE NEXT STEP**

Enter these ratings into DISCOVER by following these steps.

- Click the "Inventories" tab
- Click "Values"
- Click "Enter from paper"
- Enter your ratings for the 22 values