

## Career Decision

Write down a career decision you will be confronting in the near future (next week, month, or year).

*To stay self-employed vs. obtaining a salaried job.*

Weigh your career decision against each of your eight prioritized values, and note whether your values support, negate, apply equally, or appear irrelevant to your career decision alternatives. The eight prioritized values are the first eight values that appear in the *Always Valued* column of your *Summary Sheet of Career Values*.

Values	Applicability to Career Decisions
1. <i>Work on Frontiers of Knowledge</i>	<i>Am self-starting in researching information and generating ideas and find this fulfilling</i>
2. <i>Creativity</i>	<i>Opportunity for creative expression in self-employment as well as some jobs.</i>
3. <i>Independence</i>	<i>If move made to salaried job, will need broad latitude in decisions on what, how, and when work is done.</i>
4. <i>Time Freedom</i>	<i>My energy flow for productivity doesn't always coincide with standardized working hours. Will need to build this in if move made to employment.</i>
5. <i>Exercise Competence</i>	<i>Can do this in either self-employment or a job.</i>
6. <i>Influence People</i>	<i>Have impact presently on a small scale. The right employment would provide better opportunity for reaching larger and more diverse populations.</i>
7. <i>Help Others</i>	<i>Under my own auspices, lack the base for group work and the marketing know-how to reach a high-volume client base.</i>
8. <i>Recognition</i>	<i>Have a distinct professional identity as a consultant. Will want to retain this on a small scale if move made to a job.</i>

## Conflicts with Career Decision

Look over your list of prioritized values and determine the areas that conflict with your career decision. Determine ways to resolve your values conflicts.

Conflicts	Means of Conflict Resolution
1. <i>Unaffordability of research and development activities</i>	<i>Get grants to do this independently, OR get a job where this becomes a paid function.</i>
2. <i>Loneliness and stress of being without affiliation or financial security</i>	<i>Develop situational support group of other consultants facing same issues and perhaps develop a professional consortium to jointly market services, OR do the same kind of work as an employee and gain the benefits of social interaction and regular income.</i>
3. <i>Lack of a platform for visibility and impact</i>	<i>Develop marketing skills and make arrangements to work on retainer on a regular basis with some companies, OR get a job where there is a ready client base and forum for providing services.</i>
4.	

I learned that I ...

*can have a more productive and enjoyable career situation if I move from self-employment to a salaried job.*

As result of my learnings on the Values Card Sort, I plan to ...

*conduct a job search campaign where I can use my preferred skills and knowledge in a congenial setting as a salaried employee.*