

# Value Card Sort

## Instructions and Action Steps

Alignment of your values -- what is important to you -- to your lifework is essential to finding meaning and satisfaction. This includes what is important regarding what you do, how you do it, where you do it, with, and/or for whom. In fact, value mismatch is a major cause of career dissatisfaction.

Use this online tool to clarify and set priorities for what is important to you in a lifework. Rate the 48 values according to how important the value is to your lifework satisfaction by “dragging” each card into one of the following categories:

- Most Important
- Somewhat Important
- Not Important

Only **five** values can be rated “Most Important” in order to help you set priorities for your key values.

Create a new card if an important value is not represented for you. Be sure to define what that value means for you.

Print this page first so you have a copy of the Action Steps below. When you have finished the online card sort, print the list of your top five values.

To use the online value card sort, please return to the Career and Lifework Planning Services homepage at [www.cce.umn.edu/career](http://www.cce.umn.edu/career) or copy the card sort address into your Web browser: <http://oca.cce.umn.edu/prototypes/cardsort/values/>.

### Action Steps

1. Write your own definition for each of your top five values. Include examples of how you will know when that value is satisfactorily being met; specifically, what behavioral or observable indicators will there be?
2. For each of your top five values, rate how well each one is currently being met. You can use a five-point rating scale (e.g., 1 = Not at all being met, 2 = Somewhat being met, 3 = Average or adequately being met, 4 = Mostly being met, and 5 = Met very well), or come up with your own scale.

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