

INSTRUCTION FOR MENTOR**EMPLOYABILITY**

1. Theme “Self-evaluation for my willingness/ motivation to work”
Exercise “Test of job values”

Developed by: *Social Innovation Fund, Lithuania*

Based on: *Rokeach, M. (1973). The Nature of Human Values. New York: The Free Press.*

Aim of the exercise

- To help the mentee’s to evaluate what kind of values they expect to find in their job.

Description

Values are an important sphere in our life. Each of us is seeking for certain values in our job. The more a person’s job is related to her/his values, the more she/he is willing to work. So by doing this exercise mentees will be able to evaluate their life values and the extent to which they expect that these values would be satisfied in their job.

Expected duration: 60 min.

Steps for performing the exercise:

1. Mentor introduces the exercise to the mentees and explains the importance of the values in our life and work motivation.
2. Mentor explains the aim of the exercise to the mentees and explains how to perform an exercise. There are two steps in this exercise. In the first step mentees will evaluate the meaning of each value in **their life** and in the second – in **their work**.
3. Mentor handles the handouts to mentees for each step of the exercise separately: Mentees evaluate the meaning of each value in **their life** firstly and handouts for performing this step are handled.
4. Then mentees evaluate the meaning of each value in **their work** and handouts for performing second step are handled.
5. When mentees have finished ranking all 10 values on their importance in their life and in the work they search for, they are encouraged to complete the tables below. Mentor handles handouts with the tables to mentees (“Results”).
6. Mentor encourages mentees to discuss the results of the exercise. Each mentee comments her/his results to the whole group.
7. Then common discussion in the group is held according to the following questions:
 - What values are the most important **in your life** and why?
 - How much do you expect that these values have to be **in your job**?
 - If you expect that you will be able to satisfy fully a certain value in your job think whether or not you are requiring too much.
 - If you expect that certain value that is not important in your life will be satisfied fully in your job, think if this job would not be suited to you.
 - In what other spheres of your life would you like to have the certain value fulfilled?

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HANDOUT FOR MENTEE

Task for mentee:

- There are two steps in this exercise. In the first step you will evaluate the meaning of each value in **your life** and in the second – in **your work**.
- There is a list of values below. Each value is accompanied by a short description.

1 step:

Study this list of values and think of how much each value may act as a guiding principle in your life. Your goal is to evaluate how important each value is **in your life**.

Please select your answer by using a scale from 1 to 7. If the listed value is very important for you, please mark number 7. In case the value is not important at all, please mark number 1. In case your answer would be somewhere in the middle, please select between the scale from 2 to 6.

Pleasure: an enjoyable, leisurely life

	1	2	3	4	5	6	7	
Not important at all								Very important

A World at Peace: a world free of war and conflict

	1	2	3	4	5	6	7	
Not important at all								Very important

A Sense of Accomplishment: a lasting contribution

	1	2	3	4	5	6	7	
Not important at all								Very important

True Friendship: close companionship

	1	2	3	4	5	6	7	
Not important at all								Very important

An Exciting Life: a stimulating, active life

	1	2	3	4	5	6	7	
Not important at all								Very important

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A Comfortable Life: a prosperous life

	1	2	3	4	5	6	7	
Not important at all								Very important

Family Security: taking care of loved ones

	1	2	3	4	5	6	7	
Not important at all								Very important

Freedom: independence and free choice

	1	2	3	4	5	6	7	
Not important at all								Very important

Health: physical and mental well-being

	1	2	3	4	5	6	7	
Not important at all								Very important

Social Recognition: respect and admiration

	1	2	3	4	5	6	7	
Not important at all								Very important

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HANDOUT FOR MENTEE

Task for mentee

2 step:

When you have finished ranking all 10 values, continue and rank the next 10 values in the same way, but now you should think about how much you expect that these values have to be **in your job**.

Pleasure: an enjoyable, leisurely life

	1	2	3	4	5	6	7	
Not important at all								Very important

A World at Peace: a world free of war and conflict

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HANDOUT FOR MENTEE

Results

Now, when you have finished ranking all 10 values on their importance in your life and in the work you search for, please complete the tables below.

Ranked values by importance in your life

No.	Value	Importance in our life
1.		
2.		
3.		
4.		
5.		
6.		
7.		
8.		
9.		
10.		

Ranked values by importance in your job

No.	Value	Importance in our job
1.		
2.		
3.		
4.		
5.		
6.		
7.		
8.		
9.		
10.		