

## **Values Auction Key**

**Achievement:** Attaining a sense of accomplishment

**Advancement:** Opportunities for continuing promotion

**Affiliation:** Recognition as a member of a particular group/team/staff

**Altruism:** Work that emphasizes helping others

**Autonomy:** Relative independence from others

**Compensation:** Work that pays well

**Creativity:** Creating new ideas, programs, or organizational structures

**Diversity:** Interacting with people who are different from me

**Decision-making:** Power to decide organization policies and courses of action and/or control over your own decisions

**Flexibility:** Ability to establish my own work schedule

**Influence:** Work that can shape the attitudes or opinions of others

**Knowledge:** Work that pursues greater understanding in a given field

**Personal Fulfillment:** Work that expresses my personal or cultural values

**Power and Authority:** Ability to control the work activities of others

**Recognition:** Work that affords public recognition for what I accomplishes

**Relationships and Teamwork:** Work that allows for group collaboration and pleasant interpersonal interaction with colleagues

**Security:** Relative assurance of job stability

**Skill Utilization and Intellectual Status:** Work that fully makes use of my unique abilities and acknowledges my intellectual expertise