
Self-Assessment 4-1: Value Systems

Rank the values in each of the two categories from one (most important to you) to five (least important to you).

Rank	Instrumental Values	Rank	Terminal Values
_____	Ambition and hard work	_____	Contribution and a sense of accomplishment
_____	Honesty and integrity	_____	Happiness
_____	Love and affection	_____	Leisurely life
_____	Obedience and duty	_____	Wisdom and maturity
_____	Independence and self-sufficiency	_____	Individual dignity
_____	Humility	_____	Justice and fairness
_____	Doing good to others (Golden rule)	_____	Spiritual salvation

Scoring Key: The values that you rank highest in each group are the ones that are most important to you. Consider whether your actions, career choices, and so forth are consistent with your values.

Sources: Anderson, C. "Values-based management," *Academy of Management Executive* 11, no. 4 (1997): 25–46; Rokeach, M. *Beliefs, Attitudes, and Values* (San Francisco: Jossey-Bass, 1968).