

What Matters to Me at Work

Separate the values you hold from the ones you were handed, and check how your work lines up

Values are what matter most to you. They shape your choices, what energises you and what wears you down. When work lines up with them, even demanding work feels worthwhile. When it does not, people often feel frustrated, flat or guilty without quite knowing why.

Activities are not values. If you love running, the value underneath might be health, achievement or time alone. Look for the reason behind the activity.

IF SOMEONE NEEDS HELP NOW

If there is an immediate risk to life, call **999**. Samaritans are available free, 24 hours a day, on **116 123**. In England, NHS 111 (option 2) connects to an urgent mental health service.

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Step 1: the values you were handed

What have you been told you should or ought to do, be or want? Where did it come from?

"I SHOULD..."	WHERE THIS CAME FROM

Some of these will be genuinely yours. Others belong to a parent, a school, a profession or an old boss. Cross out any you would not choose for yourself today.

Step 2: what you choose

EXERCISE

Finding your values

1. Times at work when I felt most energised or proud. What was happening?

2. What do I spend my time, energy and money on when no one is directing me?

3. What makes me angry or frustrated at work? (This often points to a value being crossed.)

Examples, to prompt you: achievement, autonomy, belonging, challenge, creativity, fairness, family, growth, health, honesty, influence, learning, loyalty, recognition, security, service, stability.

Step 3: how well does work line up?

MY TOP FIVE VALUES	HOW WELL DOES MY WORK REFLECT THIS? (0 TO 10)	ONE SMALL CHANGE THAT WOULD HELP
1		
2		
3		
4		
5		

REMEMBER

A low score is information, not a verdict. Small changes in how you work can close more of the gap than a change of job.