

O*NET

CAREER VALUES INVENTORY

Based on the "O*NET Work Importance Locator" developed by the U.S. Department of Labor*

Name _____

Gender _____ Date _____

The U.S. Department of Labor collects detailed information on all major jobs and keeps it in a database called the Occupational Information Network. Known as the "O*NET," this database describes hundreds of major jobs, covering about 95 percent of the labor force.

The *O*NET Career Values Inventory* helps you explore these jobs based on your work values. It presents you with pairs of values and asks you to choose which are most important to you. The process results in scores for six major work values. You can then use your scores to identify career areas that tend to include these values and pinpoint specific jobs to explore.

This is not a test, so there are no right or wrong answers. There is also no time limit for completing this inventory. When you are ready, turn the page and follow the directions beginning with Step 1.

* This inventory is based on the O*NET Work Importance Locator, Version 3.0, developed by the U.S. Department of Labor (DOL). The DOL's edition consists of multiple components, including the Work Importance Locator Instrument, a sheet of 20 work value cards, Work Value Card Sorting Sheet, Work Importance Locator Score Report, and a large envelope to hold these items. A separate Work Importance Locator O*NET Occupations Master List provides job titles related to each work value. The DOL provides a separate Work Importance Locator User's Guide with information on the device's development and validity and tips for professionals using it in career counseling. Additional information on these items is available at www.onetcenter.org, which is maintained by the DOL.

This *O*NET Career Values Inventory* is an adaptation of the DOL's O*NET Work Importance Locator. It uses the Work Importance Locator's work values, item statements, and cross-references to job titles but reformats the assessment as a forced-choice inventory rather than a card sort and combines the other elements into one device. Other changes include shorter directions, format changes, updates, and some additional content.

Restrictions for use: This and any other form of the O*NET Work Importance Locator should be used for career exploration, career planning, and vocational counseling purposes only, and no other use has been authorized or is valid. Results should not be used for employment or hiring decisions or for applicant screening for jobs or training programs. "O*NET" is a trademark of the U.S. Department of Labor, Employment and Training Administration.



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