

The Values Scale

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This inventory of values asks how important to you are the various values or satisfactions that most people seek in their lives. People differ in what is important to them, but to some extent most people want the same things. The question is, to what degree are they important to you? Please answer all the questions as well as you can. Do not skip any. Your answers will be helpful in understanding people better and in helping them.



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42. have a regular income.
 43. develop my abilities.
 44. reach a high standard in my work.
 45. be able to get promotions.
 46. be concerned with beauty in my work.
 47. work in a way that makes the world a better place.
 48. be the one who manages things at work.
 49. be free to get on with a job in my own way.
 50. have a chance to try out new ideas at work.
 51. be well paid for whatever work I might do.
 52. work at what I want to when I want to.
 53. find personal satisfaction in my work.
 54. be physically active in my work.
 55. be held in high esteem because of my work.
 56. take on dangerous tasks if they interest me.
 57. be with other people while I work.
 58. be with my kind of people.
 59. change work activities frequently.
 60. be protected from the weather while I work.
 61. feel accepted at work as a member of my race or ethnic group.
 62. use my strength.
 63. have a secure position.
 64. keep on learning new things at work.
 65. do something at which I am really good.
 66. be able to think in terms of advancement.
 67. be able to add to the beauty of the world.
 68. improve the welfare and peace of the world.
 69. make decisions that others follow.
 70. be my own boss.
 71. use new ideas and methods.
 72. earn enough to live well.
 73. decide what to do with my life.
 74. cultivate my inner life.
 75. make a real physical effort at work.
 76. be viewed as a special person.
 77. face the challenge of danger.
 78. have people take time to chat.
 79. have a job where I can easily make friends.
 80. move around while doing things at work.
 81. work in a place where I can really do my job.
 82. work with people of my own background.
 83. move big boxes and crates.
 84. have a feeling of economic security.
 85. have to think about what I am doing at work.
 86. get the feeling I have really achieved something at work.
 87. work where getting ahead is considered important.
 88. be appreciated for the beauty of my work.
 89. do work which improves things for other people.
 90. have the authority to get things done.
 91. set my own working hours.
 92. be inventive in my job.
 93. have all of the nice things I want.
 94. plan my own work activities.
 95. develop my own work life.
 96. be able to be outdoors a great deal.
 97. have people recognize the work I have done.
 98. be able to run reasonable risks when there is something to gain.
 99. deal with a variety of people at work.
 100. work where there are friendly people.
 101. be able to do my work in a variety of ways.
 102. have a comfortable temperature at work.
 103. be true to the values of my people.
 104. carry heavy loads.
 105. know that I can always make a living.
 106. feel that I am treated fairly at work.
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Report Form for the Values Scale

Donald E. Super, Ph.D. and Dorothy D. Nevill, Ph.D.

Name _____ Age _____ Sex _____ Education _____ Marital Status _____ Date _____

Scale #	Factor and Scale	Raw Score	Standard Score										
Inner-Oriented													
1	Ability Utilization	_____	_____	_____	_____	_____	_____	_____	_____	_____	_____	_____	_____
2	Achievement	_____	_____	_____	_____	_____	_____	_____	_____	_____	_____	_____	_____
4	Aesthetics	_____	_____	_____	_____	_____	_____	_____	_____	_____	_____	_____	_____
8	Creativity	_____	_____	_____	_____	_____	_____	_____	_____	_____	_____	_____	_____
11	Personal Development	_____	_____	_____	_____	_____	_____	_____	_____	_____	_____	_____	_____
5	Altruism (Group Oriented)	_____	_____	_____	_____	_____	_____	_____	_____	_____	_____	_____	_____
7	Autonomy (Material)	_____	_____	_____	_____	_____	_____	_____	_____	_____	_____	_____	_____
10	Life Style (Material)	_____	_____	_____	_____	_____	_____	_____	_____	_____	_____	_____	_____
Group-Oriented													
15	Social Interaction	_____	_____	_____	_____	_____	_____	_____	_____	_____	_____	_____	_____
19	Cultural Identity	_____	_____	_____	_____	_____	_____	_____	_____	_____	_____	_____	_____
16	Social Relations	_____	_____	_____	_____	_____	_____	_____	_____	_____	_____	_____	_____
18	Working Conditions	_____	_____	_____	_____	_____	_____	_____	_____	_____	_____	_____	_____
5	Altruism (Inner-Oriented)	_____	_____	_____	_____	_____	_____	_____	_____	_____	_____	_____	_____
17	Variety (Physical Activity)	_____	_____	_____	_____	_____	_____	_____	_____	_____	_____	_____	_____
Material													
3	Advancement	_____	_____	_____	_____	_____	_____	_____	_____	_____	_____	_____	_____
9	Economic Rewards	_____	_____	_____	_____	_____	_____	_____	_____	_____	_____	_____	_____
21	Economic Security	_____	_____	_____	_____	_____	_____	_____	_____	_____	_____	_____	_____
13	Prestige	_____	_____	_____	_____	_____	_____	_____	_____	_____	_____	_____	_____
6	Authority (Physical Prowess)	_____	_____	_____	_____	_____	_____	_____	_____	_____	_____	_____	_____
7	Autonomy (Inner-Oriented)	_____	_____	_____	_____	_____	_____	_____	_____	_____	_____	_____	_____
10	Life Style (Inner-Oriented)	_____	_____	_____	_____	_____	_____	_____	_____	_____	_____	_____	_____
Physical Prowess													
20	Physical Prowess	_____	_____	_____	_____	_____	_____	_____	_____	_____	_____	_____	_____
14	Risk	_____	_____	_____	_____	_____	_____	_____	_____	_____	_____	_____	_____
6	Authority (Material)	_____	_____	_____	_____	_____	_____	_____	_____	_____	_____	_____	_____
Physical Activity													
12	Physical Activity	_____	_____	_____	_____	_____	_____	_____	_____	_____	_____	_____	_____
17	Variety (Group Oriented)	_____	_____	_____	_____	_____	_____	_____	_____	_____	_____	_____	_____

See Reverse side of page for raw score to standard score conversion tables.

