

2. YOUR VALUES...

Many organisations define their values – what they stand for, how they operate; they become culture. Great organisations live and breathe these values.

Finding employment that you'll enjoy will be a whole lot easier if you define and understand your own personal values. Then you can find somewhere where your values are aligned with the organisation's – even if the work you'll be doing isn't really what you want.

There's a free tool you can use [here](#).

This tool will define firstly, your top five, i.e. your core values; the fundamental things you must have at work to remain enthused and able to progress. You'd be surprised how many people know 'things aren't quite right' at work though can't quite identify why – it's usually because although on the face of it, things are fine, underneath there is something that's in conflict with their personal values.



Unfortunately, right now, if you need to take a job, any job, you may have to compromise your values for a while.

However, be mindful of what they are. This will help you to understand why you may be feeling less fulfilled than you have been in your previous role. It's normal and, in time, you'll be able to move on.

For example, if 'self-reliance' is a core personal value, being in a situation where people are micro-managed isn't going to work for you. Though you could probably put up with that for a while until something better comes along.

Values 6-10 on your list are still important though as these are your desired values; the ones you'll be prepared to compromise on. So examine any options that become open to you and see if they compromise core values or those you can compromise on.

So how do you know what a company's values are?

- When you're job seeking, check out their website – most list their values, though even if they don't, you should get a feel for what their culture is like.
- Ask them in an interview what their values are – if they struggle to explain or laugh you out of the place, that should tell you something.
- Or if you don't feel comfortable using the 'V' word, ask your interviewer what's important to their company about the way business is done. If they don't have an answer that should tell you something too.
- And if you're not brave enough to ask the interviewer (or simply feel it's not appropriate) – find a way to chat to someone who works there to see what they feel the company is all about.

If you only do three things:

1. Spend some 'me time' thinking this through – it's good for your wellbeing
2. Define your personal values asap using the tool above
3. Be prepared to compromise in the short term until the job market improves

Adapted from '[It's Never OK to Kiss the Interviewer](#)'