

Career Values Scale (CVS)

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PURPOSE	To assess the alignment between career choices and values
ADMINISTER TO	Individuals 15 years and older
READING/EDUCATIONAL LEVEL	Grade 8 (NQF Level 1)
ADMINISTRATION TIME	15 minutes (88 items)
SCORING OPTIONS	User Portal/JvR Online/Data-capturing by Client Services
PUBLICATION DATE	1996, 2005
HPCSA	To be submitted
TRAINING	None
LANGUAGES	English and French
SA NORMS	No

The Career Values Scale (CVS) assists individuals in gaining insightful information about their work values, preferences and needs. This is fundamental for anybody in order to achieve their personal goals and overall job satisfaction. The CVS will assist an individual to establish organisational and personal fit based on their core values. Fit is proven to promote productivity and individual success within the organisational environment.

ASSESSMENT SCALES

The CVS is sub-divided into three factors and ten scales:

Working with Others: Service Orientation, Team Orientation, Influence

Self-Expression: Creativity, Independence, Excitement, Career Development

Extrinsic Rewards: Financial Rewards, Security, Prestige

AREAS OF APPLICATION

The CVS can be used for the following purposes:

- Career directions
- Individual development

REPORT OPTIONS

The CVS has the following software report available:

- **Career Values Report:** This report provides a graphic overview of a client's values, examines sources of satisfaction and dissatisfaction, and has exercises to help them focus on achieving a balanced career.