

Work Values

12 Recommended
Year 12

 Length
80 Minutes

About This Lesson

To explore their own values to help inform their education and career/life choices, students will collaboratively explore types of intrinsic and extrinsic motivators, explore their own work values, and compare the values of professionals in the field to their own.

Learning Objectives

By the end of this lesson, students will:

- identify what motivates them intrinsically and extrinsically
- explore their own work values
- investigate careers that they may find satisfying based on their values
- analyse how their values align with professionals in the field

Driving Question

How will my values affect my career choice?

Future-Ready Skills

Critical Thinking

Analysing

Evaluating

Collaborating

Lesson Breakdown

20
minutes

Activity 1 - My Motivators

In this activity, students will collaboratively explore types of intrinsic and extrinsic motivators and then analyse their current experiences to help them identify the different ways they are motivated.

35
minutes

Activity 2 - Xello Lesson: Work Values

Direct students to complete the Xello lesson titled **Work Values** to explore their own work values and investigate careers that they may find satisfying based on their values.

25
minutes

Activity 3 - What do professionals value?

In this activity, students will explore the **Career Interviews** section of Xello's career profiles to see how their values align with professionals in the field and record the work values they like within the **Likes** and **Dislikes** card of the career profile.

Xello Entry Point

Students must save 3 careers prior to starting this lesson. It's also recommended they've completed the **Explore Career Matches** lessons.

Vocabulary

- Intrinsic motivator
- Extrinsic motivator
- Diversity
- Sense of belonging
- Competition
- Creativity
- Teamwork
- Self-improvement
- Compromise
- Routine
- Recognition
- Challenges
- Collaboration
- Management
- Advancement
- Adventure
- Security
- Flexibility
- Integrity

Benchmarks & Curriculum

Gatsby Benchmark 2: learn from career and labour market information.

LLW: engage in the personal career planning process to investigate and reach decisions about post-14 options, recognising that attitudes to work will change over time and are influenced by family and community values.

Activity 1 - My Motivators

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Inquiry Prompts

- What motivates me?

Teaching Strategies

In this activity, students will collaboratively explore types of intrinsic and extrinsic motivators and then analyse their current experiences to help them identify the different ways they are motivated.

- 1 Begin by defining the difference between intrinsic and extrinsic motivation. For example:
 - Intrinsic motivation: Deciding to do something because you are interested in it and enjoy doing it.
 - Extrinsic motivation: Deciding to do something because of someone else or the end result or outcome.
- 2 Provide a space for students to collaboratively contribute ideas. For example, you could post chart paper in your classroom or share an online collaborative document.
- 3 Give students a set amount of time to contribute and write down types of intrinsic and extrinsic motivators.
- 4 Review and share the compiled list with the class.
- 5 Provide the [instructions](#) on the next page to your students.
- 6 Complete this activity with small group or paired discussions about how they think their current motivations may align with careers they are interested in.

Materials Required

- [Student Instructions](#)
- Computer or tablet with internet access
- Chart paper or sticky notes or shared online document

Outcomes

Students will update their **Experiences** timeline with intrinsic or extrinsic motivators in the **What I Liked** field of 3 current experiences.

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My Motivators

Student Instructions

Whatever you value, knowing what's important to you can set you on the path to a career you'll find satisfying. Your values can even help guide your job decisions while you're in school. Look at your current experiences and ask yourself: what motivates me to show up, persevere, or choose to be there?

- 1 In Xello, review or add 3 experiences to your **Experiences** timeline. These experiences can fall into any category: **Work, Volunteer, Education, or Life.**
- 2 Within the **What I Liked** field, record what motivates you to succeed or persevere in this experience.
- 3 Consider the types of motivations you recorded for each experience and how they may link to your saved careers. Bring your thoughts to a peer or class discussion.

Activity 3 - What Do Professionals Value?

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Inquiry Prompts

- Do my careers of interest match my values?

Teaching Strategies

In this activity, students will explore the **Career Interviews** section of Xello's career profiles to see how their values align with professionals in the field. They will record the work values they like within the **Likes and Dislikes** card of the career profile.

- 1 Provide the [instructions](#) on the next page to your students.

Materials Required

- [Student Instructions](#)
- Computer or tablet with internet access

Outcomes

Students will record the work values they like for 3 saved careers within the **Likes and Dislikes** card of each career profile.

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What Do Professionals Value?

Student Instructions

Investigating how someone else's values have influenced their decisions may help you to evaluate how your own values may influence your decision making.

- 1 In Xello, select 3 saved careers and read the interviews with professionals. Pay close attention to their **Pros**, **Cons**, and **Advice** section as these may reveal key work values for you to consider. But keep an open mind, since the workplaces of the future may look very different than they do today!
- 2 After reading each interview record your response to the following within the career's **Likes and Dislikes** card:
 - **Likes:** What is one work value you like about this career?
 - **Dislikes:** What is one work value you dislike about this career?



Tip: here are some common work values to consider: management, sense of belonging, competition, creativity, teamwork, self-improvement, compromise, routine, recognition, challenges, collaboration, advancement, adventure, security, flexibility, and integrity.