

# NEW MEXICO 4-H

## Aggie Next Step

### My Work Values



## Post Secondary Pathways



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## INTRODUCTION

An organization's work culture is often a major factor in job selection and satisfaction. In this lesson, participants will explore their personal preferences, learn key aspects of positive work environments, and reflect on the types of workplaces where they can thrive to make informed choices about future careers.

## SET UP

Review lesson materials and determine which worksheets and handouts you will use for the lesson. Print enough pre/post assessments, worksheets, and handouts for each participant.

## ACTIVITY

1. Have participants complete the *Pre-assessment*.

2. Lead a discussion with about "work culture," including a clear definition and why it's important.

Ask: *What do you need from a job to be professionally and personally fulfilled?*

(Note: *Work Culture* refers to the attitudes, behaviors, values, practices, and characteristics of employees within an organization.)

Encourage participants to share examples of different work environments and consider how culture affects employee satisfaction and success.

3. Follow up by asking: *Who can give me an example of a volunteer or work experience where the work culture did or did not fit your needs?* Allow a few participants to share.

4. Distribute *My Work Values* and read instructions. Ask if everyone understands the instructions and clarify any questions. (Note: A similar digital version of this activity is available. See Resources if you prefer to complete it online.)

5. Give participants a set amount of time to sort the work values cards and calculate their scores.

6. As participants finish, distribute the *Work Values Descriptions* handout. Instruct participants to circle their three top Work Values and read the descriptions.

## Supplies

- Worksheets
- Handouts
- Pens/Pencils

## OUTCOMES

### Students will be able to:

- **Define** work values and describe why they matter om choosing a career
- **Identify** personal strengths, preferences, and values related to the workplace
- **Reflect** on environments where they are most likely to thrive and be successful
- **Apply** understanding of work values to future career and workplace decisions



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8. Divide students into pairs or small groups and encourage them to discuss their results.

9. If time allows, use the follow-up questions to continue the discussion:

*Q: What can employers do to foster a positive work culture?*

*Q: What can employees do to foster a positive work culture?*

13. *Exit Ticket* – depending on time, this can be done as a class discussion, or students can complete the worksheet in class, as homework, or in the following class.

**14. Have participants complete *Post-assessment*.**

## WRAP UP

Understanding your work culture can help you find environments where you feel supported, motivated, and successful, leading to greater satisfaction in your career.



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## RESOURCES

### NM Standards:

NM PED Standards: Career and Technical Education (CTE):

CTE 2.1.9: Listen to and speak with diverse individuals to enhance communication skills

CTE 9.1.1: Identify and demonstrate the use of positive work behaviors and personal qualities needed to be employable

Common Career Technical Core (CCTC) Standards: Career Ready Practices (CRP):

CRP-5: Consider the environmental, social, and economic impacts of decisions

CRP-9: Model integrity, ethical leadership, and effective management

CRP-10: Plan education and career path aligned to personal goals

Optional ELA Alignment (Grades 6-12)

SL1: Participate in a range of conversations

### Video Resources:

Note: Please preview all videos before showing them to students to ensure they are age-appropriate, relevant, and aligned with your classroom needs.

*6 Essential Aspects of Workplace Culture*

[https://www.youtube.com/watch?v=f98WUMH\\_Gw4](https://www.youtube.com/watch?v=f98WUMH_Gw4)

*Work Well-Being: Crafting a Job Around Your Values | Indeed*

<https://www.youtube.com/watch?v=2aqVLrS3-UA>

## OPTIONAL DIGITAL VERSION

The following links provide supplemental digital options that may be used in place of the paper activity if preferred.

*Work Values Matcher*

<https://www.careeronestop.org/Toolkit/Careers/work-values-matcher-assessment.aspx?/Toolkit/Careers/work-values-matcher-assessment.aspx=>



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