

Insight Out Learning: Motives & Values Handout: Individual Task

You probably found that during your discussion in the last task, Motives – Group Discussion, you might have had identified positive situations that others in the group found negative. This is because everybody has their own set of motives and independent judgements about things that are important to them in their own life and work.

This individual task is now asking you to focus on your experience of both positive and negative situations. This directly relates to the motives and values definitions you will use later to rate your own personal set of core values.

How you value an activity will determine how much energy and commitment you give to it. Therefore, tasks which are perceived to have a high value, will be given more commitment than those given, for example, a low value.

Positive Situation	Why was the Situation Positive?
1.	
2.	
3.	

Negative Situation	Why was the Situation Negative?
1.	
2.	
3.	

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Insight Out Learning: Motives & Values
Handout: Core Values and Definitions

CORE VALUES	ALWAYS IMPORTANT	SOMETIMES IMPORTANT	SELDOM IMPORTANT	NEVER IMPORTANT
Advancement				
Aesthetics				
Artistic Creativity				
Change & Variety				
Communication				
Competition				
Decision Making				
Excitement				
Exercise Competence				
Helping Others				
High Earnings Potential				
Home Location				
Independence				
Influencing People				
Knowledge Frontiers				
Known Organisation				
Moral Fulfilment				
Physical Challenge				
Precision Work				
Pressure Work				
Problem Solving				
Recognition				
Risk				
Routine				
Security				
Status				
Supervision				
Teamwork				
Time Freedom				
Tranquillity				

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Advancement: Being able to gain promotion /climb career ladder quickly. Working in an environment that encourages growth, development and reward for work done well.

Aesthetics: Being able to study and concerned with the beauty of things, ideas and/or solutions concerned with the way things look or feel rather than what they are.

Artistic Creativity: Working creatively in an artistic way using a variety of art forms in different artistic environments.

Change & Variety: Having work responsibilities that frequently change in content and setting.

Communication: Expressing ideas well in an oral, visual or written way.

Competition: Working in an environment, which causes you to compete with others and try to do better than them.

Decision Making: Having the power to make decisions and use your judgement to decide courses of action, policies and strategies.

Excitement: Experiencing a high level of stimulation from the frequent drama or novelty associated with the role.

Exercise Competence: Being able to demonstrate a high level of proficiency in skills and/or knowledge and showing above average effectiveness.

Helping Others: Being involved in supporting groups or individuals directly.

High Earnings Potential: Being able to achieve a good standard of life at some stage.

Home Location: Living in an environment conducive to your lifestyle with a desirable home base for your leisure, learning and work life/balance.

Independence: Being able to decide the nature and direction of your work without too much direction from others, not having to follow instructions or conform to regulations.

Influence People: Being in a position to change the attitudes or opinions of others by the use of your personal influencing power.

Knowledge Frontiers: Working in research and challenging current thinking in the arts, scientific, academic or business environment.

Known Organisation: Working in an organisation that has a high profile or is a household name.

Moral Fulfilment: Working in an environment where the company/organisation ethos is close to your own personal ideals and beliefs.

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Physical Challenge: A role that requires bodily strength, dexterity, speed and agility.

Precision Work: Working in a role where detail is important doing things that have exact specifications and need careful attention to detail.

Pressure Work: Working in an environment where there is constant pressure with little margin for error or demanding personal relationships.

Problem Solving: Working with continually challenging and intricate problems that require solutions.

Recognition: Being able to gain positive feedback or public acknowledgement for your work.

Risk: Taking risks or conducting high-risk strategies, taking frequent risks.

Routine: Working in an environment where the activities are fairly predictable.

Security: working in an environment where the job has long-term prospects and security, and the rewards are reasonable.

Status: Being within a position where you gain respect from others due to your role and/or responsibility of your work role.

Supervision: Having the role where you are directly managing or are responsible for others, where your success is dependant upon their results.

Teamwork: Working in a team that is pursuing common goals, relying on good team relationships to achieve success.

Time Freedom: Having the ability to set your own time schedules / flexible working hours.

Tranquillity: Avoiding pressure within your employment or work setting.

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How will this self-knowledge impact on you studies and future plans?

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Please outline below what you feel is the relevance of your motives and values in relation to your potential career direction?

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Has a greater understanding of your motives and values made you more confident of your strengths and abilities?

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How important is it for you to understand the motives and values of others that you are working with?

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When working with others either in business or within an organisation, is it important that you have similar motives and values or can difference be advantageous?

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How often will you revisit your motives and values in the future, and why will this be useful activity to do?

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