

Career Values Alignment Audit

A job can look good on paper and still feel wrong.



NAME _____ DATE _____

Sometimes the problem is obvious. Other times, dissatisfaction shows up as burnout, restlessness, resentment, or a vague sense that something is missing.

Your career values can help you understand why. This worksheet is designed to help you compare what matters most to you at work with what your current role is actually providing.

STEP 1

Identify Your Most Important Career Values

Choose 5–10 values that feel especially important to your experience of work. These might relate to things like:

Meaning

Stability

Growth

Creativity

Autonomy

Connection

Achievement

Flexibility

Leadership

Balance

Use your Values Vault Career Edition or your own reflection to identify the values that matter most to you.

My most important career values — carry these into the table in Step 2

1

2

3

4

5

6

7

8

9

10

Rate Your Current Alignment

IMPORTANCE	CURRENT ALIGNMENT
How important is this value to you in your career? 1 = Not very important 5 = Extremely important	How well does your current job support or reflect this value? 1 = Not at all 5 = Very strongly

FINDING THE GAP

To calculate the gap, subtract your **Current Alignment** rating from your **Importance** rating. A large gap may point to an area that deserves closer attention.

STEP 3

Look for Patterns

Review your ratings and consider:

- ✦ Which values are well supported by your current work?
- ✦ Which of your highest-priority values have the largest gaps?
- ✦ Which gaps feel frustrating but manageable?
- ✦ Which gaps feel increasingly difficult to tolerate?
- ✦ Are there values you assumed were important to you that matter less than you expected?
- ✦ Are there values that have become more important in this season of your life?

What I notice:

STEP 4

Ask Whether the Gap Can Change

Not every values mismatch means you need a new job. Choose one or two of your biggest gaps and ask:

Can this value be honored more fully within my current role?

For example:

- ✦ Could I ask for more autonomy?
- ✦ Could I pursue a different project or responsibility?
- ✦ Could I change my schedule?
- ✦ Could I strengthen relationships with coworkers?
- ✦ Could I pursue training or advancement?
- ✦ Could I protect more time outside of work for a value my job cannot reasonably provide?

Or is this mismatch built into the role, organization, or career path?

STEP 5

Identify Your Next Step

Based on what you noticed, complete the following:

One thing I appreciate about my current work:

One values gap I want to address:

One action I can take within my current role:

One thing I want to pay attention to when considering future opportunities:

A Final Reflection

A career does not need to meet every value you hold. Some values may be fulfilled through relationships, hobbies, family, community, or other parts of life.

The question is not whether your job perfectly reflects who you are. The more useful question is:

Does my work support enough of what matters most to me to make this a life I want to keep building?



Values Vault Cards

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