

## Professional Values and Ethics

Elements that will facilitate high performance

Work Values	Corresponding Needs
<b>Autonomy</b>	Being able to plan work with little supervision
<b>Creativity</b>	Being able to try out independent ideas
<b>Responsibility</b>	Environments that allow employees to work on their own and make decisions
<b>Ability</b>	Environments that are results oriented and allow employees to use their strongest abilities
<b>Achievement</b>	Getting a feeling of accomplishment
<b>Utilization</b>	Having a feeling of accomplishment Using individual abilities
<b>Advancement</b>	Being able to give directions and instructions to others
<b>Authority</b>	Being looked up to by others in the company and community
<b>Recognition</b>	Environments that offer advancement, potential for leadership, and are considered prestigious
<b>Social Status</b>	Having opportunities for advancement
<b>Compensation</b>	Being able to do work alone
<b>Good Working Conditions</b>	Being paid well in comparison with other workers
<b>Independence</b>	Having something different to do everyday
<b>Security</b>	Having steady employment
<b>Variety</b>	Job security and good working conditions
<b>Co-Workers</b>	Co-workers who are easy to get along with
<b>Moral Values</b>	Doing things for other people
<b>Social Service</b>	Never being pressured to go against a personal sense of right and wrong Providing service to others Working with co-workers in a friendly non-competitive environment
<b>Company Policies</b>	HR supervisors who back up their workers with management
<b>Supervision; Human Relations</b>	Supportive management that stands behind its employees
<b>Supervision; Technical</b>	Technical supervisors who train their workers well Workers who are treated fairly