

Work Expectations Profile

PROFILE SUMMARY

Your Work Expectations Importance Graph	page 3
A graph shows how you rated the importance of the 10 Work Expectations categories.	
How Much Your Expectations Are Met	page 4
A bar graph shows the degree to which each of the 10 Work Expectations is currently met in your job.	
Your Work Expectations Gap Analysis	pages 5-6
A table provides a visual comparison of the importance of your expectations with the degree to which those expectations are met. An overview helps you use this information to prioritize your use of the report.	

EXPECTATION CATEGORIES

This section explores 10 categories of Work Expectations. For each, the report encourages you to focus on the importance of that expectation, reflect on the degree to which it is met, and develop strategies to act on your needs and wants. The report also addresses compensation, which is not measured in the assessment because of its relative importance to everyone.

Autonomy	pages 7-8
The desire to have the independence to make decisions about how to do your job.	
Balance	pages 9-10
A focus on both personal and professional goals and the desire for coworkers and supervisors to understand the importance of one's personal commitments.	
Career Growth	pages 11-12
The desire to make progress toward career goals.	
Diversity	pages 13-14
The desire to work with others from a variety of backgrounds with different points of view.	
Environment	pages 15-16
An emphasis on the quality of the social and physical environment at work.	
Expression	pages 17-18
The desire to express one's identity, values, and creativity through one's work.	
Recognition	pages 19-20
The desire for a work environment where good work is acknowledged and rewarded.	
Stability	pages 21-22
The desire for job security and an environment that remains relatively unchanged.	
Structure	pages 23-24
The desire for clear instructions about what to do, how to do it, and what resources are available.	
Teamwork	pages 25-26
The desire to make group collaboration a highly valued and commonly used method.	
Compensation	pages 27-28
The issue of pay and benefit expectations and strategies for dealing with them.	

ACTION PLANNING

Action Plan	pages 29-30
Specific guidance to help you further explore your expectations, manage and communicate those expectations, and meet your goals.	