



Understanding Your Wants, Needs, and Values During Your Job Search

Areas:	Personal Values:
Regional: Where do you want to go? Are you open to areas outside your comfort zone? How far away is your support system (family/friends)? Big city? Small town? Size of organization?	
Pro. Devo. Experience: What kind of professional development experiences do you want to pursue? Do you want on-site experiences? Funds to attend conferences? What opportunities to learn and grow do you want to pursue? Are you seeking memberships in professional associations?	
Values: What are your work values? What kind of culture do you want to be a part of? What kind of relationships do you want to build with coworkers? What are the things you are excited and passionate about?	
Financial: What kind of salary do you need? What kind of benefit package would you like? Retirement package?	
Future Plans: Where do you see yourself in 5-10 years?	
Mentorship: What kind of resources and support will you need at your place of employment? Do you need your supervisor to be someone you can learn from or can you get that elsewhere?	



Understanding Your Wants, Needs, and Values In Comparison to Your Potential Position

Areas:	Your Values:
Regional: Where is this organization located? Is it outside your comfort zone? How far away is your support system (family/friends)? Big city? Small town? Size of organization?	
Pro. Devo. Experience: What kind of professional development experiences does your organization provide? On-site experiences? Funds to attend conferences? Does your organization belong to any professional associations?	
Values: Do your values align with the mission of the organization? Do you feel comfortable with the culture? Can you envision yourself relating to your new co-workers? Can you feel excited and passionate about this job or this place?	
Financial: What is the salary? What does the benefit package include? Retirement package?	
Future Plans: Where do you see yourself in 5-10 years? Is this the kind of place you can develop yourself? Will you have to job search in a couple years?	
Mentorship: What kind of resources and support are available? Is your supervisor someone you can learn from? Will you be able to find a mentor here?	