

Work values



Unit
What I want for myself



Length:
100 minutes

About this lesson

To explore their own values to help inform their education and career/life choices, students will collaboratively brainstorm types of intrinsic and extrinsic motivators, explore their own work values, and compare the values of professionals in the field to their own.

Learning objectives

By the end of this lesson, students will:

- identify what motivates them intrinsically and extrinsically
- explore their own work values
- investigate careers that they may find satisfying based on their values
- analyze how their values align with professionals in the field

Driving question

How will my values affect my career choice?

Future-ready skills

Critical Thinking

Analyzing

Evaluating

Collaborating

Lesson breakdown

20
minutes

Activity 1: My motivators

In this activity, students will collaboratively brainstorm types of intrinsic and extrinsic motivators and then analyze their current experiences to help them identify the different ways they are motivated.

55
minutes

Activity 2: Xello Lesson: Work values

Direct students to complete the Xello lesson titled **Work Values** to explore their own work values and investigate careers that they may find satisfying based on their values.

25
minutes

Activity 3: What do professionals value?

In this activity, students will explore the **Career Interviews** section of Xello's career profiles to see how their values align with professionals in the field and record the work values they like within the **Likes** and **Dislikes** card of the career profile.



Xello entry point

Students must save 3 careers prior to starting this lesson. It's also recommended they've completed the **Explore career matches** lessons.

Vocabulary

- Intrinsic motivation
- Extrinsic motivation
- Power
- Sense of belonging
- Competition
- Creativity
- Teamwork
- Self-improvement
- Variety
- Routine
- Recognition
- Challenges
- Pressure
- Management
- Advancement
- Adventure
- Security
- Flexibility
- Altruism

Ontario career studies

B2.2 identify factors and conditions other than an individual's strengths, interests, and needs that inform education and career/life choices, and explain which of these factors may be influencing their own decisions

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Activity 1: My motivators



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20 minutes

Inquiry prompts

- What motivates me?

Before you begin

- Decide on a space for students to collaboratively contribute ideas in a brainstorm for this activity. For example, you could post chart paper in your classroom or share an online collaborative document.

Teaching strategies

In this activity, students will collaboratively brainstorm types of intrinsic and extrinsic motivators and then analyze their current experiences to help them identify the different ways they are motivated.

- 1 Begin by defining the difference between intrinsic and extrinsic motivation. For example:
 - Intrinsic motivation: Deciding to do something because you are interested in it and enjoy doing it.
 - Extrinsic motivation: Deciding to do something because of someone else or the end result or outcome.
- 2 Give students a set amount of time for brainstorming where they will contribute and write down types of intrinsic and extrinsic motivators.
- 3 Review and share the compiled list with the class.
- 4 Provide the [instructions](#) on the next page to your students.
- 5 Wrap up this activity with small group or paired discussions about how they think their current motivations may align with careers they are interested in.

Materials required

- [Student instructions](#)
- Computer or tablet with internet access
- Chart paper or sticky notes or shared online document

Artifacts

Students will update their **Experiences** timeline with intrinsic or extrinsic motivators in the **What I Like** field of 3 current experiences.

Culminating project tip

Add your students' questions about work values to the discussion guide. For example: What motivates you to be successful in your career?

My motivators

Student instructions

Whatever you value, knowing what's important to you can set you on the path to a career you'll find satisfying. Your values can even help guide your job decisions while you're in high school. Look at your current experiences and ask yourself: what motivates me to show-up, persevere, or choose to be there?

- 1 In Xello, review or add 3 current experiences to your **Experiences** timeline. These experience can fall into any category: **Work, Volunteer, Education, or Life**.
- 2 Within the **What I liked** field, record what motivates you to succeed or persevere in this experience.
- 3 Consider the types of motivations you recorded for each experience and how they may link to your saved careers. Bring your thoughts to a peer or class discussion.

Activity 2: Xello Lesson: Work values



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Length:
55 minutes

About this activity

In Activity 1, students brainstormed types of intrinsic and extrinsic motivators and then analyzed their current experiences to help them identify the different ways they are motivated.

In this activity, students will complete the **Work values** lesson in Xello, where they will explore their own work values, and investigate careers that they may find satisfying based on their values.

Inquiry prompts

- What is a value?
- Where do values come from? Are they taught or are you born with them?
- How do people demonstrate their values?
- Describe a time your values were in conflict (e.g. loyalty to a friend vs. telling the truth). What did you do?
- How do your values affect your career choice?

Before you begin

Before diving in with your students:

1. Create a copy or download the [Work values slide presentation](#) to use as a helpful teaching aid before and after the Xello lesson.
2. Review the slides (including the speaker notes section) for suggested discussion strategies and prompts.
3. Update slide 5 of the presentation with your students' Xello sign in format. If you don't know your students' Xello login format check out [Sign in to Xello](#) for support.

Teaching strategies

Use the following strategies to set your students up for success:

- 1 Before students start the Xello lesson, take 5 minutes to have them review and consider the inquiry prompts from the **Warm up** activity slide of the [Work values slide presentation](#), or choose your own. Advise students to keep these questions in mind as they complete the lesson. You will revisit these questions with them in the **Exit activity** afterwards.
- 2 Help your students log in to their Xello account. Project your screen as you model how to navigate to the lesson using your demo student account. From the student dashboard, click on a lesson to get started. If the lesson you want isn't visible, access it by selecting **View all lessons** below the lessons shown.
- 3 Students finished early? If students have time after completing the Xello lesson, encourage them to revisit their career matches and read 1-2 **Career Interviews** from careers of interest. Can they identify whether or not these careers are a values match?
- 4 Once students have completed the Xello lesson, return to the [Work values](#)

Materials required

- Computers or tablets with internet access
- Whiteboard/projector
- [Work values slide presentation](#)

Prerequisites

- Save 3 careers

Artifacts

Students will complete the Xello lesson: **Work values**.

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Activity 2: Xello Lesson: Work values



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[slide presentation](#) to have students revisit the inquiry prompts you posed at the beginning of class.

- 5 **Classroom discussion strategy: Think-pair-share:** Direct students to choose a partner. Assign each pair one of the suggested inquiry prompts and give them 2-3 minutes to consider their answers. Then have them turn to their partners and take turns sharing their answers.

OPTIONAL: Think-pair-share-square: Once students have shared their answers with their partners, direct them to join up with another pair and take turns sharing their answers.

Activity 3: What do professionals value?



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25 minutes

Inquiry prompts

- Do my careers of interest match my values?

Before you begin

- Students should have 3 saved careers.

Teaching strategies

In this activity, students will explore the **Career Interviews** section of Xello's career profiles to see how their values align with professionals in the field. They will record the work values they like within the **Likes and Dislikes** card of the career profile.

- 1 Provide the [instructions](#) on the next page to your students.

Materials required

- [Student instructions](#)
- Computer or tablet with internet access

Artifacts

Students will record the work values they like for 3 saved careers within the **Likes and Dislikes** card of each career profile.

Culminating project tip

Add your students' questions about work values to the discussion guide. For example: What motivates you to be successful in your career?

What do professionals value?

Student instructions

Investigating how someone's values have influenced their decisions, may help you to evaluate how your own values may influence your decision making.

- 1 In Xello, select 3 saved careers and read the interviews with professionals. Pay close attention to their **Pros**, **Cons**, and **Advice** section as these may reveal key work values for you to consider. But keep an open mind, since the workplaces of the future may look very different than they do today!
- 2 After reading each interview record your response to the following within the career's **Likes and dislikes** card:
 - **Likes:** What is one work value you like about this career?
 - **Dislikes:** What is one work value you dislike about this career?

Tip: here are some common work values to consider:

- power/management
- sense of belonging
- competition
- creativity
- teamwork
- self-improvement
- variety
- routine
- recognition
- challenges
- pressure
- advancement
- adventure
- security
- flexibility
- altruism