



# Quick Reference Tool: Personal Value Proposition

<b>Description</b>	This simple tool will help to identify the parts of work that are most important to you and how you rate them today. It can help prioritize where you, your manager, mentor or coach might focus so you get the most out of your work experience.
<b>Instructions</b>	<ol style="list-style-type: none"> <li><b>Rank</b> the following items by level of importance (6 = highest) and then <b>rate</b> how much value you are getting from each – <b>include comments</b> to help explain rankings and ratings.</li> <li>Discuss this list with your manager, mentor or coach. Make a plan to build more of what brings more value into your day-to-day work and career fulfillment.</li> </ol>

Items to consider as you consider your personal value proposition	Rank	Rate
<b>Work</b>   Work activities. Processes. Programs. Customers.		
<b>Opportunities</b>   Career and learning opportunities.		
<b>Environment</b>   Work/life balance. Resources. Safety.		
<b>People</b>   Sr. Leadership. Direct Manager. Peers. Team Members.		
<b>Rewards</b>   Pay. Benefits. Recognition. Equity.		
<b>Company</b>   Policies. Diversity. Brand. Vision. Strategy.		

<b>Comments</b>	
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<b>Other Topics to Consider Discussing</b>	<ul style="list-style-type: none"> <li>• The most serious challenges facing you at this time.</li> <li>• The last time you were really excited about working here. What it would take to get you really excited again.</li> <li>• What it would take to keep you continuing to work here.</li> <li>• What you are still hoping to find in your career journey.</li> </ul>
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