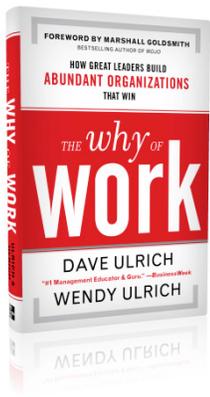


THE why OF
work
by DAVE & WENDY ULRICH



TOOL 7.2



Intrinsic Value of Work

The RBL Group | 3521 N. University Ave, Ste. 100 · Provo, UT 84604 | 801.616.5600 | www.thewhyofwork.com

[7.2] INTRINSIC VALUE OF WORK

Premise: When people work in settings that work for them, they create more value.

Directions:

In the chart below answer each question by marking either A, B, or C. After you have completed the assessment, tally your score to identify in which area you scored the highest. By taking this assessment you can determine what type of work best fits you.

Dimension	A	B	C
What word describes your work preferences?	Ideas	Actions	Relationships
What work challenge would most excite you?	Drafting a proposal or report	Building a prototype or model	Being part of a team
What work outcome would most delight you?	Someone using my ideas	Someone using my product	Someone inviting me to join him or her
What work image appeals to you the most?	Sitting in a chair with a book	Working in a shop with tools	Engaging conversation
If you had a choice, how would you prefer to spend your time?	Learning about a new idea	Perfecting a new technique	Making a new friend
Which would you prefer to work with?	Words	Tools	People
Which would you rather do?	Plan and organize	Implement and make happen	Make others feel comfortable
If you worked for an airplane manufacturer, which task would you rather do?	Design the plane	Build the plane	Show customers the plane
What is the best part of your workday?	When you get time to think and reflect	When you get things done	When you share the day with someone else
If you visited a foreign country what would you prefer to do there?	Learn about the history and culture	Participate in the local activities	Talk to, and get to know the local people
Total			
	Intellectual	Physical	Relational

Contact us for more information about The RBL Group products and services:

Phone 801.616.5600
Email sales@rbl.net
Online www.rbl.net
Mail 3521 N. University Ave., Suite 100
Provo, UT 84604



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