Finding a rewarding career can be difficult unless you first determine what you value in life and what job characteristics will bring you the most satisfaction. Identifying these values early on in your legal career will help you build a foundation for your job search. Knowing your values, and keeping them in mind while at informational interviews and networking events, will help you find a rewarding career.

The following exercises will help you better assess and understand what factors are valuable to you in a career, based on your:

- Personality
- Legal Interests
- Work Values
- Factors of Job Satisfaction

**Personality**

You need to have a sense of who you are, what motivates you, how you act, and what you like to do. This knowledge, although seemingly obvious, will help you make more satisfying life choices. The exercises in the “personality” section focus on identifying personal preferences and acknowledging how these preferences help people make better job and career choices.

If work is consistent with your preferences, it is more likely to be satisfying. Personal preferences affect the way people function and determine the environments in which they feel most comfortable, what skills they most enjoy using, and what types of work they find the most interesting. It is essential that students understand who they are and what motivates them.

There are two personality exercises at the end of this section. Exercise 1, “Personal Characteristics,” asks you to select certain characteristics that best describe you. As you complete this exercise, take note of your personal characteristics that most please you, as well as the ones that most concern you.

Exercise 2, “Negative Attributes,” asks you to consider which of your personal characteristics may be impeding rather than enhancing your success. What attitudes, beliefs, fears, or behaviors work against you in your professional life and prevent you from achieving your goals? Being aware of
positive and negative attributes will enable you either to eliminate characteristics that impede your professional success or to select a job or career in which both your positive and negative attributes are valued and appreciated. In both exercises select as many of the characteristics or statements as apply to you.

**Legal Interests**

Your interests are a reflection of what you enjoy. Exercises 3 and 4 help you to explore your level of interest in different types of legal employers, practice settings, practice areas, and clients.

**Work Values**

Values are those qualities and principles that individuals consider important and that give their lives meaning. Generally, people feel most comfortable with individuals who share similar values and in situations where their values are appreciated. In addition, they derive greater enjoyment and personal satisfaction from doing work that is consistent with their values.

Exercises 5 and 6 are tools to help you identify and prioritize your work values. Knowledge of your work values, and their relative importance to each other, will assist you in making satisfying job and career choices.

**Factors of Job Satisfaction**

In her book, *How to Make the Right Career Moves*, Deborah Bloch identifies 20 factors related to job satisfaction and presents readers with an exercise that measures their satisfaction doing a particular job. These factors and their definitions, along with an application of these factors to your most recent job experience, comprise Exercise 7 and are taken from pages 21–22 of her book. This exercise will help you identify which factors are the most and least important contributors to your job satisfaction.
SELF-ASSESSMENT EXERCISES

Exercise 1: Personality/Personal Characteristics

Check all the characteristics that you believe describe you.

___Active
___Accurate
___Adaptable
___Adventurous
___Affectionate
___Aggressive
___Alert
___Ambitious
___Artistic
___Assertive
___Attractive
___Bold
___Broad-minded
___Businesslike
___Calm
___Capable
___Careful
___Cautious
___Cheerful
___Clear-thinking
___Clever
___Competent
___Competitive
___Confident
___Conscientious
___Conservative
___Considerate
___Cooperative
___Courageous
___Creative
___Curious
___Daring
___Deliberate
___Democratic
___Dependable
___Determined
___Dignified
___Discreet
___Dominant
___Eager


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Easy-going  Independent
Efficient  Individualistic
Emotional  Industrious
Energetic  Inflexible
Enterprising  Informal
Enthusiastic  Ingenious
Fair-minded  Intelligent
Far-sighted  Intellectual
Firm  Inventive
Flexible  Kind
Forceful  Leisurely
Formal  Light-hearted
Frank  Likable
Friendly  Logical
Fun-loving  Loyal
Generous  Mature
Gentle  Methodical
Good-natured  Meticulous
Happy-go-lucky  Mild
Healthy  Moderate
Helpful  Modest
Honest  Natural
Humorous  Obliging
Idealistic  Open-minded
Imaginative  Opportunistic
---Optimistic
---Organized
---Original
---Outgoing
---Painstaking
---Patient
---Peaceable
---Persevering
---Pleasant
---Poised
---Polite
---Popular
---Practical
---Precise
---Progressive
---Prudent
---Purposeful
---Quick
---Quiet
---Rational
---Realistic
---Reasonable
---Reflective
---Relaxed
---Reliable
---Reserved
---Resourceful
---Responsible
---Retiring
---Robust
---Self-confident
---Self-controlled
---Sensible
---Sensitive
---Serious
---Sincere
---Sharp-witted
---Sociable
---Spontaneous
---Spunky
---Stable
---Steady
---Strong
---Strong-minded
---Sympathetic
---Tactful
---Teachable
---Tenacious
---Thorough
---Thoughtful
__Tolerant
__Tough
__Trusting
__Trustworthy
__Unaffected
__Unassuming
__Understanding
__Uninhibited
__Verbal
__Versatile
__Warm
__Wholesome
Exercise 2: Personality/Negative Attributes

A. At work, it is difficult for me to (check all that apply):

- Control my feelings
- Be open minded
- Stop complaining
- Avoid being defensive
- Compete with others
- Develop reasonable expectations
- Express anger
- Generate alternatives
- Manage details
- Make decisions
- Manage stress
- Plan ahead
- Relate to others
- Sell myself
- Sustain concentration
- Defer to authority
- Repress envy of others
- Ignore what others think of me
- Stay healthy
- See humor
- Avoid conflict
- Be dependable
- Be neat
- Anticipate problems
- Be involved
- Share power
- Hide my anxiety
- Speak up in public
- Accept criticism
- Deal with ambiguity
- Avoid fault finding
- Make commitments
- Act confident
- Admit mistakes
- Value my contribution
- Accept responsibility
- Remain motivated
- Be myself
- Act diplomatically
- Be flexible
- Be patient
- Interact socially
- Accept the “new”
- Resist judging others
- Exhibit enthusiasm
- Forgive others
- Say “no”
- Follow rules
- Understand workplace politics

B. The following aspects of my personal appearance or work habits might impede my success (check all that apply):

- My hair
- My teeth
- My skin
- My weight
- My height
- My age
- My style of dress
- My smoking
- My
- My
- My

Exercise 3: Legal Interests Inventory

This exercise is designed to help you identify the areas of law in which you may be interested in. Do not worry if you are not too familiar with a particular choice, just mark the areas of practice that interest you.

1. Private Law Firms
   - ___86+ Lawyers
   - ___36-85 Lawyers
   - ___20-35 Lawyers
   - ___9-19 Lawyers
   - ___2-8 Lawyers
   - ___Solo Practice

   Representing:
   - ___Businesses
   - ___Businesses (that provide significant pro bono opportunities)
   - ___Businesses and Individuals
   - ___Individuals (defense or prosecution)
   - ___Individuals (non-litigation)
   - ___Other (Specify: ____________________)

2. Government
   - ___Federal
   - ___Federal Agency
   - ___U.S. Department of Justice and/or U.S. Attorney General
   - ___Legislative Branch
   - ___State
   - ___State Agency
   - ___State Attorney General
   - ___State Legislative Branch
   - ___County District Attorney
   - ___Municipal Attorney
   - ___Other (Specify: ____________________)

3. Public Interest/Human Services
   - ___Public Defender (Trial or Appellate)
   - ___Legal Services Program
   - ___Class Action, Law Reform
   - ___Public Interest Law Center
   - ___Policy, Back-up Center, Research

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3 Adapted and reprinted with permission from materials prepared by Ronald Fox, Public Interest Law Career Planning Center, Cambridge, MA, 1990.

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4. Judiciary
   - State Court Clerkship (Trial or Appellate)
   - Federal Court Clerkship (Trial or Appellate)
   - Other Court Clerkship
   - Court Staff Attorneys’ Office
   - Court Administration
   - Judge

5. Academic
   - Law School Faculty
   - Law School Administration
   - Other School Faculty
   - Other School Administration

6. Corporate In-house Counsel (Profit and Nonprofit)
   - Business
   - Nonprofit
   - Hospital/Health Organization
   - Foundation
   - Labor Union
   - Trade Association
   - College and University
   - Museum
   - Professional Society
   - Religious Organization
   - Other (Specify: ________________)

7. Other
   - Pre-paid Legal Services
   - Legal Clinics
   - Legal Consulting

____________________________
____________________________
____________________________

BYU Law School Career Services
Exercise 4: Area of Law Practice Interests

I have an interest in the following areas of practice:

___ Civil Rights/Liberties
___ Constitutional Law
___ Women’s Rights
___ Elder Law
___ Minorities
___ Gay Rights
___ Poverty
___ Environmental Law
___ Energy Law
___ Healthcare
___ Disability Rights
___ Mental Health Law
___ Employment Law
___ Criminal Law
___ Community Organizing
___ Consumer Goods and Services
___ Labor Relations/Labor Law
___ Municipal Affairs
___ Urban Economic Development
___ International Business
___ Int’l Economic Development
___ International Human Rights
___ Science and Technology
___ Family Law
___ Technology/Reproduction Rights
___ Welfare/Benefits
___ Taxation (Individual/Corporate)
___ Rural Life Issues
___ Military Justice
___ Veteran’s Rights
___ Immigration
___ Architecture/Construction
___ Probate
___ Estate Planning
___ Pension (ERISA)
___ Government
___ Securities Regulation
___ Legislation
___ Elections/Campaign Law
___ Children’s Rights/Adoptions
___ Youth and Juvenile Law
___ Disarmament/Arms Control
___ Mediation, ADR, etc.
___ Civil Litigation
___ Lobbying
___ Entertainment/Sports Law
___ Public Utilities
___ Intellectual Property
___ Patent Law
___ E-commerce and Internet Law
___ Professional Malpractice

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4 Adapted and reprinted with permission from materials prepared by Ronald Fox, Public Interest Law Career Planning Center, Cambridge, MA, 1990.

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Exercise 5: Identifying and Prioritizing Your Work Values

The following list describes 15 work values that are often related to motivation and work satisfaction. The more you understand about what is important to you, the better able you are to make informed decisions about jobs and careers. To help you recognize work values, circle those that are important to you.

Altruism: a value that enables individuals to contribute to the welfare of others.

Aesthetics: a value that permits or inspires individuals to contribute to the beauty of the world.

Creativity: a value that permits or inspires individuals to invent new things, design new products, or develop new ideas.

Intellectual Stimulation: a value that provides opportunity for independent thinking and for learning how and why things work.

Achievement: a value that gives individuals a feeling of accomplishment in doing a job well.

Independence: a value that allows or encourages individuals to control the manner in which they perform their work.

Prestige: a value that gives individuals standing in the eyes of others and evokes respect.

Management: a value that permits individuals to plan and assign work of others.

Economic Returns: a value that pays well or that enables individuals to obtain the things they want.

Security: a value associated with work that provides individuals with confidence in their continued employment.

Surroundings: a value for having work performed in pleasant conditions.

Supervisory Relations: a value associated with maintaining a collegial relationship with an individual’s supervisors.

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5 Adapted from Super, Donald E. Work Values Inventory. New York: Teachers College, Columbia University.
**Associates:** a value associated with having enjoyable interpersonal working relationships with colleagues.

**Way of Life:** a value associated with the kind of work that allows individuals to live the kind of life they choose and to be the type of person they wish to be.

**Variety:** a value that permits individuals the opportunity to perform different types of jobs.
Exercise 6: Work Values Inventory

Each of the following statements represents one of the work values defined above. This exercise will give you the opportunity to identify and prioritize your work values. Read each statement carefully, and indicate how important it is to you by circling the appropriate number.

5 means “Very Important”
4 means “Important”
3 means “Moderately Important”
2 means “Of Little Importance”
1 means “Unimportant”

1. Requires me to solve new problems.  
2. Allows me to help others.  
3. Provides reasonable monetary awards.  
4. Provides variety.  
5. Allows me to act independently.  
6. Is considered prestigious.  
7. Requires creative ability.  
8. Invokes teamwork.  
9. Provides job security.  
10. Allows me to be myself.  
11. Is evaluated by a supervisor who is fair.  
12. Is in a pleasant setting.  
13. Gives a feeling of having done a good day’s work.  
14. Gives me authority over others.  
15. Allows me to try out new ideas and theories.  
16. Allows me to create original work.  
17. Leaves the feeling that I have done a good job.

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Adapted from Super, Donald E. Work Values Inventory. New York: Teachers College, Columbia University.
18. Is managed by a reasonable boss.
19. Is unlikely to be eliminated.
20. Adds beauty to the world.
21. Allows me to make my own decisions.
22. Provides pay increases that keep up with the cost of living.
23. Is mentally challenging.
24. Allows me to use leadership ability.
25. Has adequate lounge, toilet, and other facilities.
26. Allows me a way of life, while not on the job, that I like.
27. Allows me to form friendships with coworkers.
28. Is considered important by others.
29. Does not require me to do the same thing all the time.
30. Gives me the feeling that I have helped another.
31. Adds to the well-being of other people.
32. Allows me to do many different things.
33. Is respected by others.
34. Allows good relations with fellow workers.
35. Allows me to lead the kind of life I enjoy.
36. Occurs in good working conditions, e.g., work space, lighting, etc.
37. Requires that I plan and organize the work of others.
38. Requires me to be mentally alert.
39. Pays me well enough to live well.
40. Allows me to be my own boss.
41. Results in quality work products.
42. Provides me with alternative job opportunities if my present job ends.
43. Is supervised by a considerate person.
44. Makes me feel like I have accomplished something.
45. Allows me to contribute new ideas.
Scoring Instructions for Exercise 6

Record next to each item the number you circled on the corresponding Work Values Inventory Exercise. Record below the total of the items for each scale. Finally, list your top three and bottom three work values (the scales with the top three totals) from highest to lowest.

<table>
<thead>
<tr>
<th>Scales</th>
<th>Items</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Creativity</td>
<td>15</td>
<td>16</td>
</tr>
<tr>
<td>Management</td>
<td>14</td>
<td>24</td>
</tr>
<tr>
<td>Achievement</td>
<td>13</td>
<td>17</td>
</tr>
<tr>
<td>Surroundings</td>
<td>12</td>
<td>25</td>
</tr>
<tr>
<td>Supervisory Relations</td>
<td>11</td>
<td>18</td>
</tr>
<tr>
<td>Way of Life</td>
<td>10</td>
<td>26</td>
</tr>
<tr>
<td>Security</td>
<td>9</td>
<td>19</td>
</tr>
<tr>
<td>Associates</td>
<td>8</td>
<td>27</td>
</tr>
<tr>
<td>Aesthetics</td>
<td>7</td>
<td>20</td>
</tr>
<tr>
<td>Prestige</td>
<td>6</td>
<td>28</td>
</tr>
<tr>
<td>Independence</td>
<td>5</td>
<td>21</td>
</tr>
<tr>
<td>Variety</td>
<td>4</td>
<td>29</td>
</tr>
<tr>
<td>Economic Return</td>
<td>3</td>
<td>22</td>
</tr>
<tr>
<td>Altruism</td>
<td>2</td>
<td>30</td>
</tr>
<tr>
<td>Intellectual Stimulation</td>
<td>1</td>
<td>23</td>
</tr>
</tbody>
</table>

Top Three Values

1. ______________________
2. ______________________
3. ______________________

Bottom Three Values

1. ______________________
2. ______________________
3. ______________________

---

Adapted from Super, Donald E. Work Values Inventory. New York: Teachers College, Columbia University.

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Exercise 7: Measuring Job Satisfaction

Review the factors below. You will refer to them in the exercise that follows:

1. **Recognition**: Acts or statements that show your supervisor knows how good or poor your work is.

2. **Achievement**: Seeing the results of your work in such ways as the completion of a project or finding the solution to a problem.

3. **Possibility of Growth**: How you judge opportunities to rise in the organization.

4. **Advancement**: Actual changes in your status in the organization.

5. **Salary**: Your current compensation and increases you have received.

6. **Interpersonal Relations**: How you get along in the working situation with your associates and people who work under you.

7. **Technical Supervision**: The knowledge and ability of your supervisor to judge your work fairly and to help you do it better.

8. **Supervisory Consideration**: The extent to which you feel your supervisor thinks of you as a human being rather than just as someone to get the work done.

9. **Influence on Decision Making**: The opportunities you have to participate in making decisions that affect your work.

10. **Responsibility**: How much authority you have over your own work and the work of others.

11. **Company Policy and Administration**: How well you feel the organization does as a whole in setting policies for personnel and carrying them out.

12. **Working Conditions**: How you feel about physical conditions such as lighting and ventilation and getting the equipment that you need.

13. **Hours of Work**: How comfortable you feel with the usual schedule of work and any need for work outside the regular schedule such as overtime, evening, or weekend work.

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14. **Effect on Personal Life:** How the job affects you through travel, transfer policy, and other matters that directly affect your life outside of work.

15. **Status:** Any aspects of your job such as having a private secretary, a corner office, or the key to the executive restroom, which set you above or below others in the organization.

16. **Job Security:** Company policy on tenure and the stability or instability of the company itself.

17. **Work of the Job:** How you feel about the tasks or responsibilities you carry out.

18. **Interest in the Job:** How bored or stimulated you feel during the actual carrying out of your job duties.

19. **Control of Work Methods:** How much freedom you have to carry out your job in the way you feel works best.

20. **Use of Skills and Abilities:** How much of your talents, knowledge, skills, and abilities are used in carrying out your work.

The exercise that follows asks you to evaluate your current or most recent job in terms of the extent to which the above factors have impacted your level of job satisfaction. The objective is to evaluate whether those factors that you have identified as being most important to you have been satisfied.
Review the Factors of Job Satisfaction and Identify:

<table>
<thead>
<tr>
<th>Five Factors Most Important to Me</th>
<th>Degree to Which it Relates to my Job Satisfaction</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. _____________________________</td>
<td>High</td>
</tr>
<tr>
<td>2. _____________________________</td>
<td>Average</td>
</tr>
<tr>
<td>3. _____________________________</td>
<td>Low</td>
</tr>
<tr>
<td>4. _____________________________</td>
<td>High</td>
</tr>
<tr>
<td>5. _____________________________</td>
<td>Average</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Five Factors Somewhat Important to Me</th>
<th>Degree to Which it Relates to my Job Satisfaction</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. _____________________________</td>
<td>High</td>
</tr>
<tr>
<td>2. _____________________________</td>
<td>Average</td>
</tr>
<tr>
<td>3. _____________________________</td>
<td>Low</td>
</tr>
<tr>
<td>4. _____________________________</td>
<td>High</td>
</tr>
<tr>
<td>5. _____________________________</td>
<td>Average</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Five Factors Less Important to Me</th>
<th>Degree to Which it Relates to my Job Satisfaction</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. _____________________________</td>
<td>High</td>
</tr>
<tr>
<td>2. _____________________________</td>
<td>Average</td>
</tr>
<tr>
<td>3. _____________________________</td>
<td>Low</td>
</tr>
<tr>
<td>4. _____________________________</td>
<td>High</td>
</tr>
<tr>
<td>5. _____________________________</td>
<td>Average</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Five Factors Unimportant to Me</th>
<th>Degree to Which it Relates to my Job Satisfaction</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. _____________________________</td>
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<tr>
<td>5. _____________________________</td>
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</table>

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