

## DOMINANT WORK VALUES

### Dominant Work Values

Work values are an important influence in the workplace, providing the foundation for a successful corporate environment (Pataki-Bittó & Kapusy, 2021). Dominant work values are those that individuals believe to be the most important and relevant to their job role.

These dominant work values act as an integral part of any company, allowing them to remain competitive within the industry by motivating employees and encouraging high performance.

Understanding these dominant work values is essential for both employers and employees alike, providing an understanding of what each individual finds to be of value when it comes to working life. This provides invaluable insight into managing performance, developing goals, and motivating staff accordingly. As a millennial, my dominant work values of financial success, self-reliance, and loyalty to self and relationships are essential for achieving professional goals and creating a secure future.

I stand among my peers as a part of the millennial generation. Born between 2000 and the present day, we have entered the workforce facing some unique challenges. Our paths are different than those forged before ours, irrevocably shaped by emerging technology and an ever-evolving job landscape. We strive daily to come sure our futures are secure while seeking opportunities that reflect our values in creative and refreshing ways. According to Exhibit 5-4 p. 137, my cohort's dominant work values are "Confident, financial success, self-reliant but team-oriented; loyalty to both self and relationships" ("Personality and Values," n.d.). I believe these values are important because they emphasize success and achievement while also considering the importance of collaboration.

In my work, I strive to prioritize both financial success and team dynamics. I recognize that each decision can have an ever-widening ripple effect and aim to make choices with

Introduction

Hook statement

Background information

Thesis Statement

Body Paragraph 1

Topic sentence  
Supporting details

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everyone involved in mind. This means striving for solutions that delight customers, benefit the company as a whole, and create a collaborative working environment. For example, I recently applied for a new job that promised a higher salary but would have required more hours and more stress. My team was already spread thin with the current workload, so I decided to stay in my existing job instead of taking the higher salary position. This decision was based on the value of loyalty to relationships, which is important to me as it promotes a positive work environment where everyone can thrive. Person-Organization Fit theory suggests that individuals are attracted to and recruited by organizations whose values align with their own. When the fit is not present, people tend to leave the organization in pursuit of better compatibility elsewhere.

Body  
Paragraph 2

Topic  
sentence  
Supporting  
details

I strongly believe that self-reliance is essential and critical for success. I prioritize my independence and taking charge of my decisions without being solely dependent on anyone or anything else. Acquiring these abilities allows me to become a better critical thinker and problem solver, therefore allowing me to embrace resourcefulness in my daily life. Possessing the ability to rely on myself encourages resilience, autonomy, and determination, virtues I strive towards in reaching my goals. At work, I often take the initiative to research solutions by using various resources such as external websites or industry reports. This empowers me to find answers independently of others, which is an important skill for any worker. For example, when my team was assigned a new project, I researched several different methods for tackling the task. After studying the various options available, I suggested a strategy that combined elements of both approaches to maximize efficiency and optimize outcomes. This earned me recognition from my colleagues and manager for finding an effective solution independently. Additionally, this demonstrated the value of self-reliance in the workplace.

Body  
Paragraph 3

Topic  
sentence  
Supporting  
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As a millennial, I strongly advocate for financial success as an integral part of any career path. Since the beginning, financial stability and security have been key components of my life mission and professional goals. Pursuing financial success is a priority for me so that I may reach a place of long-term stability. With this in mind, I strive to create smart decisions that will allow me to lead a secure life in the future. Looking ahead, I envision myself in a place of strong financial footing. Furthermore, this value has been further reinforced by recent economic trends such as the rising cost of living or student loan debt that so many millennials are dealing with.

Body  
Paragraph 4

Topic  
sentence

Supporting  
details

Overall, I believe that the dominant work values of my millennial cohort are important for a prosperous career. These values emphasize success and achievement while also considering the importance of collaboration, loyalty to relationships, self-reliance, and financial stability (Sharma & Sharma, 2021). By adhering to these values, I can make decisions that promote both individual success and team success. By understanding the dominant work values of my generation, I am better equipped to make decisions that will benefit my team and me.

Conclusion

Restatement of  
main points

Final thoughts

Understanding the dominant values of one's generation is essential for both employers and employees alike. It provides invaluable insight into managing performance, developing goals, and motivating staff accordingly. Furthermore, adhering to these values helps promote individual success, team success, and financial stability. Ultimately, these values have been instrumental in my professional growth and have enabled me to become a more productive and successful worker.

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### References

- Pataki-Bittó, F., & Kapusy, K. (2021). Work environment transformation in the post-COVID-19 based on work values of the future workforce. *Journal of Corporate Real Estate*, 23(3), 151–169.
- Personality and Values. (n.d.). In *Organizational behavior*.
- Sharma, M. K., & Sharma, R. C. (2021). Innovation framework for excellence in higher education institutions. *Global Journal of Flexible Systems Management*, 22, 141–155.

