WORKSHEET 103 · FOR THE PSYCHOLOGIST

My values at work

Finding meaning in what I do again

AIM

Help the person clarify what matters to them in their work (contribution, learning, relationships, quality, autonomy) and identify actions that reconnect them with meaning, or changes to consider.

WHO IT IS FOR

Loss of meaning, cynicism, thinking about a career change.

DURATION

20 min in session

HOW TO RUN IT

1. Explore what mattered at the start and what matters today at work.
2. Rate how much the current job allows each value to be lived (0-10).
3. Look for small actions to live these values more in the current role.
4. If the gap is too big, open up reflection on a change (without rushing).

POINTS TO WATCH

> In the middle of exhaustion, avoid big decisions (resigning, changing career): the priority is rest and recovery.

REFERENCES

Maslach, C. & Leiter, M. P. (2016). Understanding the burnout experience: Recent research and its implications for psychiatry. World Psychiatry, 15(2), 103-111.

Wilson, K. G. & Murrell, A. R. (2004). Values work in Acceptance and Commitment Therapy: Setting a course for behavioral treatment. In S. C. Hayes, V. M. Follette & M. M. Linehan (Eds.), Mindfulness and Acceptance: Expanding the Cognitive-Behavioral Tradition (pp. 120-151). Guilford.

PSYCHOLOGIST'S NOTES

© 2026 Gonzalo Garzo, clinical psychologist · gonzalogarzo.com · CC BY-NC-ND 4.0: free to share, no commercial use or modifications

WORKSHEET 103 · WORKSHEET TO HAND OUT

My values at work

Burnout often goes with a loss of meaning. Going back to what matters to you in your work helps you regain momentum, or see what would need to change.

1. What mattered to me when I started this job.
2. My values at work today (helping, learning, creating, quality, the team…).
3. How much my current job allows me to live them (0 to 10).
4. A small action to live a value more: _____

Value at work	I live it today /10	A possible small action

If the gap stays large, what would need to change in the long run?

These exercises do not replace therapy. If you are in distress or having suicidal thoughts: 112 (European Union), 3114 (France) or the emergency number of the country where you live.

© 2026 Gonzalo Garzo, clinical psychologist · gonzalogarzo.com · CC BY-NC-ND 4.0: free to share, no commercial use or modifications