

Supplementary file

Illustrative Table

Conceptual comparison among career values, work values, career anchors, and career orientations instruments and domains within four dimensions of work values

CVQ-career values	WIP-work values	SWVI-work values	COI + Internationalism-career anchors	PCAS and BCAS-career orientations	4 dimensions of work values
Independence	Autonomy	Independence	Autonomy/independence	Self-directed	Intrinsic work values
Specialization		Intellectual stimulation	Pure challenge Technical functional competence		
	Internal comfort			Values-driven	
		Creativity	Entrepreneurial creativity		
Variety		Variety			
Mobility			Internationalism	Physical Mobility	Prestige work values
	Achievement	Achievement			
Management		Management	Managerial competence		
	Status	Prestige			
Salary		Economic returns			Extrinsic work values
	Safety	Security	Security/stability		
	External comfort	Surroundings			
Social	Altruism	Associates Altruism	Service/dedication to a cause		Social work values
W-L Balance		Way of life	Life style	Psychological mobility	
		Supervisory relations			
		Aesthetics			

Note. CVQ = Career Values Questionnaire; WIP = Work Importance Profiler; SWVI = Super's Work Values Inventory; COI = Career Orientation Inventory; PCAS = Protean Career Attitudes Scale; BCAS = Boundaryless Career Attitudes Scale. The four dimensions of work values are based on Jin and Rounds' (2012) meta-analysis of longitudinal studies on work values.