What is Work Ethic?

The Work Ethic Site
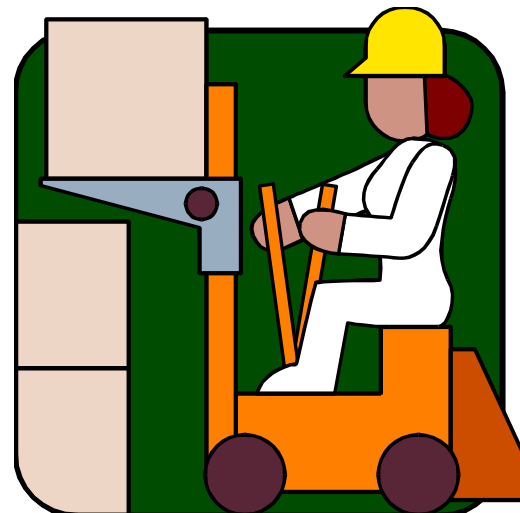
Learning Goal

- To understand what work ethic is and to recognize related worker characteristics that employers are seeking

Work ethic defined

- **Definition**
  - work ethic is a cultural norm that advocates being personally accountable and responsible for the work that one does and is based on a belief that work has intrinsic value
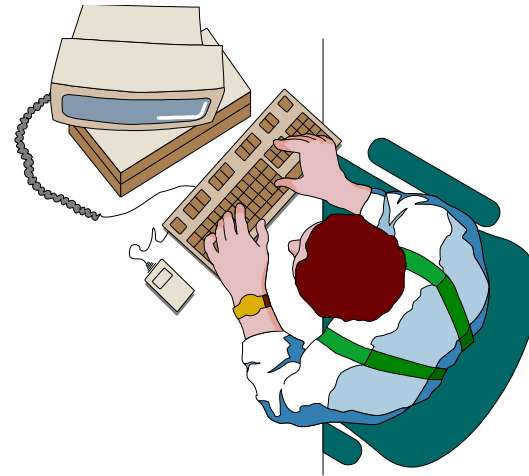- **Key constructs**
  - interpersonal skills
  - initiative
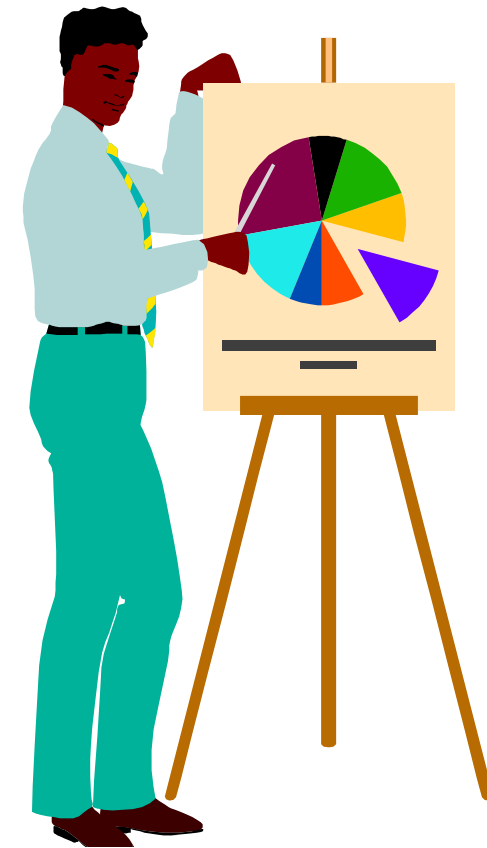 - being dependable

Measuring your work ethic

- Occupational Work Ethic Inventory (OWEI)
  - complete demographic information
  - mark an answer for all items
  - submit your answers
  - copy your score for *interpersonal skills, initiative, and being dependable*

OWEI Scores

- No right or wrong answers
- Mean scores from previous research for personal comparison and discussion only
- Compare among your own group and discuss

OWEI Mean Scores

	Interpersonal Skills	Initiative	Being Dependable
Female	6.00	5.67	6.34
Male	5.75	5.52	6.07

Mean scores are based on a sample of 1133 respondents from a random sample of 158 different businesses and industries. Research reported in the article referenced below:

Hill, R. B. (1997). Demographic differences in selected work ethic attributes. *Journal of Career Development, 24*(1), pp. 3-23.