



Work Values Inventory Report for
Sample



Work Values Inventory Report

Introduction

Congratulations on taking the time to complete the Work Values Inventory.

As outlined in the inventory, "values" essentially represent feelings or emotional states. They are a primary source of motivation and determine how you think, act and make decisions in all parts of your life.

Toward Values

These values represent feelings or emotional states that we **want** to experience.

Away Values

These values represent feelings or emotional states that we **don't want** to experience.

This inventory has been designed to give both you and your manager a greater insight into the type of work environment that must exist for you to feel happy, fulfilled and ultimately motivated.

For many of us, what we value at work is not often consciously considered, yet it drives our actions every day (usually at a level outside of conscious awareness).

Once you understand what your values and criteria are, this report will help you use the information to further motivate yourself and get the most out of your work environment.

What are Values?

Values are principles that you hold true for yourself. There are two types of values and both are equally important:

Core Values

These values don't change and are usually instilled by your primary care giver.

Non-Core Values

These values change over time in response to life experiences.

Decision Making is based on Values Clarification

We are motivated and make decisions based on our values. They determine how we think and ultimately affect our actions. For the most part, the impact your values have on your behaviours operates outside of conscious awareness. For example, if you value safety, you'll constantly evaluate situations from whether or not they present any potential danger. Generally speaking, you won't be aware of how this happens; you just do it automatically.

Values Operate as a Hierarchy

Values are arranged in a hierarchy with the most important values being at the top and lesser ones below that. This is essentially the order of priorities a person uses to make decisions. An example of a values hierarchy would be a person who values health more than financial success. This person would tend to put their health 'first' and structure their life more around physical activities than professional opportunities.

Values Change with Context

Values change with context too. You probably have certain values about what you want in a relationship and what you want in business. Your values about what you want in one and in the other may be quite different.

Indecisiveness Often Represents a Values Conflict

When we communicate with ourselves or others, if our model of the world conflicts with our values or their values, then there's going to be a conflict. If you find yourself having a values conflict around a particular decision, the value with the highest priority generally decides the outcome.

Your Values

Listed below are the values you selected. The 'unconscious' list shows which values moved up or down when you played them off against each other in the values showdown.

As you review these, pay particular attention to any shifts that occurred between your conscious and unconscious values. We recommend that you consider this in depth to understand why the shift occurred and relate this to what is really important to you at work. Your unconscious values are a greater reflection of your real work-related values.

If there has been minimal movement between the top values, this may signify that you have already reflected on your values and began the activity with a good understanding of what was important to you at work.

If there were some considerable shifts between the top values on either list this is not uncommon. This usually supports the fact that many of us don't take the time to really think about what it is that drives us every day and supports the contention that so many values-based decisions are made at the unconscious level.

Your Toward Values

| Toward Conscious List | Toward Unconscious List |
|-----------------------|-------------------------|
| 1. Learning | 1. Learning |
| 2. Trust | 2. Integrity 5 ↑ |
| 3. Harmony | 3. Trust ↓ |
| 4. Security | 4. Collaboration 4 ↑ |
| 5. Personal Growth | 5. Security 1 ↓ |
| 6. Personal Growth | 6. Personal Growth |
| 7. Integrity | 7. Harmony 4 ↓ |
| 8. Collaboration | 8. Tolerance 3 ↓ |
| 9. Fairness | 9. Fairness |
| 10. Discovery | 10. Discovery |

Your Away Values

| Away Conscious List | Away Unconscious List |
|---------------------|-----------------------|
| 1. Aggression | 1. Aggression |
| 2. Unethical | 2. Unethical |
| 3. Competition | 3. Manipulated 3 ↑ |
| 4. Conflict | 4. Conflict |
| 5. Controlled | 5. Competition 2 ↓ |
| 6. Manipulated | 6. Separation 3 ↑ |
| 7. Boredom | 7. Uninspired 1 ↑ |
| 8. Uninspired | 8. Anxiety 2 ↑ |
| 9. Separation | 9. Controlled 4 ↓ |
| 10. Anxiety | 10. Boredom 3 ↓ |

Personal Reflection

The exercises on the following pages are for your personal reflection. You may like to complete these before any up and coming workshops or values conversations you have scheduled.

Conscious and Unconscious Values

The values showdown you completed has highlighted your conscious and unconscious values. Please take the time to write some notes in answer to the following questions.

What surprised you about the difference in the lists?

SAMPLE

What was different to what you expected?

SAMPLE

How did you feel about the changes and has it affected your view of yourself? If it has, how?

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Neural Networks Consulting (NNC)

Neural Networks Consulting (NNC) has established itself as a leader in performance based leadership, sales, marketing, business strategy, and team effectiveness programs. Our training programs are solution based and process driven. Your organisation will see measurable results.

Our unique integration of Generative Psychology, Neuro-Linguistic Programming (NLP) and Emotional Intelligence (EQ) has enabled NNC to develop a powerful series of programs and workshops designed to substantially raise the performance of your organisation.

Our Approach

NNC's training approach involves active use of practical theory combined with experiential and practical learning activities. We do not promote lecture style training. The idea is to have staff develop aspects of content and take ownership of the training material and their own self-development plans. Our programs are designed to promote a culture of learning and customer focus. We take great pride in securing exceptional feedback from both training participants and organisational results.

Our Facilitators

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NNC Company Vision

We are committed to the continual evolution of personal and corporate awareness; creating a world environment where people have the courage to believe in themselves and take active control of their lives.

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