

IDENTIFY
MEASURE
ALIGN
ENHANCE

CONFIDENTIAL

Values

MATCH REPORT



POSITION:
front desk

COMPANY:
BTC 180 Consulting

NAME:
Mrs Claudina Whisken

DATE:
10 February 2020

ASSESSMENTS INCLUDED:
Personal Values Profile
Corporate Values Profile

Assessments included

Personal Values Profile (PVP)

Values are defined as ‘beliefs’ that are held by the individual as standards that guide how he or she should function. Values are cognitive structures, but also have behavioural and affective dimensions (Brown, 2002). Individuals’ values are the basis for their self-evaluation and the evaluation of others and they play a major role in the establishment of personal goals. The Personal Values Profile (PVP) is an online self-report questionnaire that assesses individual values specific to the work context according to seven factors and 21 facets.

The PVP report presents the 21 facet scores in terms of a ranking. This ranking is arranged into three categories – those facets that are **major motivators** for the respondent, those that are **minor motivators** and those that are the least important and may be considered **possible demotivators**.

Corporate Values Profile (CVP)

The Corporate Values Profile (CVP) is an online questionnaire that assesses individual values specific to the work context according to seven factors and 21 facets. The CVP provides an indication of a job or organisation’s most and least important work values. In combination with an individual’s PVP, this information can then be used to motivate, direct and focus that individual’s efforts in the workplace.

Please note

This report is a guide only. The information obtained from this report should only be used as a means of understanding an individual. Hence this report is designed to assist in the selection, appraisal, development, or coaching and counselling process. This report should never be used in isolation but always in conjunction with both an interview and a selection/appraisal process whereby a person’s experience, education, qualifications, competence and trainability can be assessed.

Integrated Values match summary

Legend



Fit Major Motivator



Fit on Possible
Demotivator



Reverse/Opposite

Individual's PVP results

CVP results

Major Motivators

- ★ Achievement
- ★ Ability Utilisation
- ★ Independence
- ★ Creativity
- ★ Freedom of Lifestyle
- ★ Variety
- ★ Financial Rewards

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- ★ Freedom of Lifestyle
- ★ Achievement
- ★ Independence
- ★ Variety
- ★ Creativity
- ★ Ability Utilisation

Minor Motivators

- Business Ethics
- Personal Development
- Close Relationship
- Cultural Identity
- Authority
- Financial Security
- Artistic Appreciation

- Personal Development
- Business Ethics
- Financial Security
- Social Interaction
- Close Relationship
- Prestige
- Predictable Environment

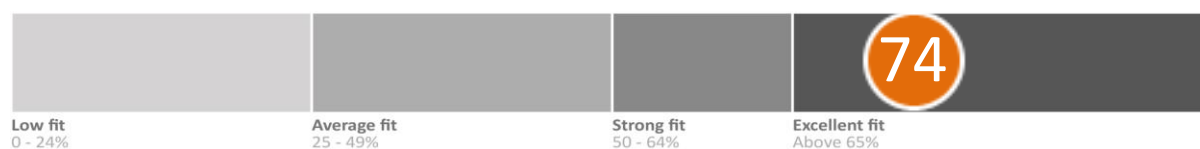
Possible Demotivators

- Prestige
- Social Interaction
- Predictable Environment
- ☆ Risk
- ☆ Concern for Others
- ☆ Physical Challenges
- ☆ Physical Activity

- Authority
- Artistic Appreciation
- Cultural Identity
- ☆ Concern for Others
- ☆ Risk
- ☆ Physical Activity
- ☆ Physical Challenges

Integrated Values match score

Fit result



What's next?



**ASK A
SPECIALIST**
Ask one of
our
Psychologists
for more
detailed
information.



**CAREER
PLAN**
Plan to
recruit a
person that
would
match the
top values.



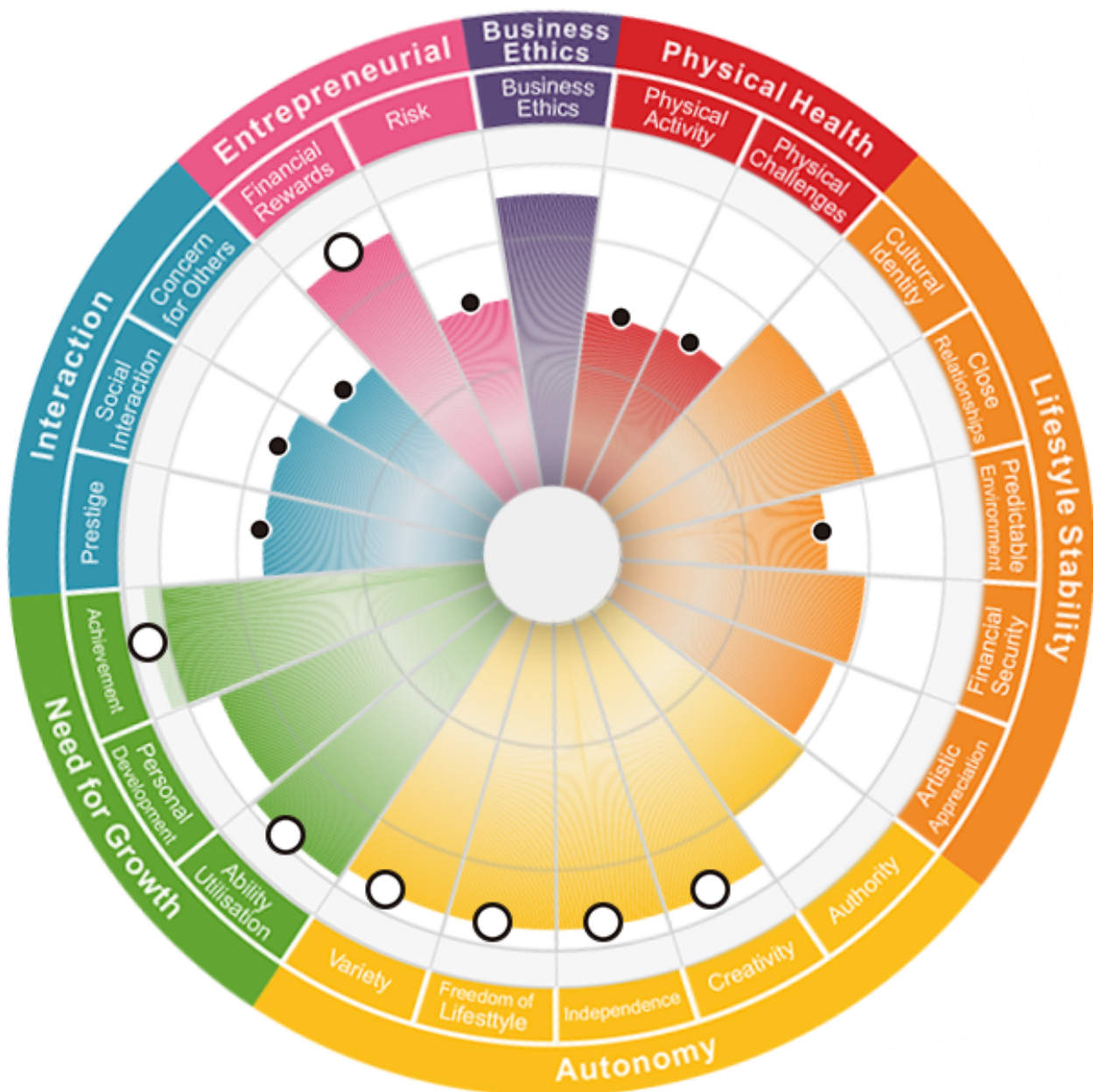
**LEISURE
ACTIVITIES**
Recommend
individuals to
fulfil their top
values
outside of
work.



**RE-
MATCHING**
Match the
individual to
another job

Individual PVP results

Individual PVP Windrose graph



Personal Value list

Breakdown of personal value system

Major Motivators



Financial Rewards, Variety, Freedom of Lifestyle, Creativity, Independence, Ability Utilisation, Achievement

Minor Motivators

Artistic Appreciation, Financial Security, Authority, Cultural Identity, Close Relationship, Personal Development, Business Ethics

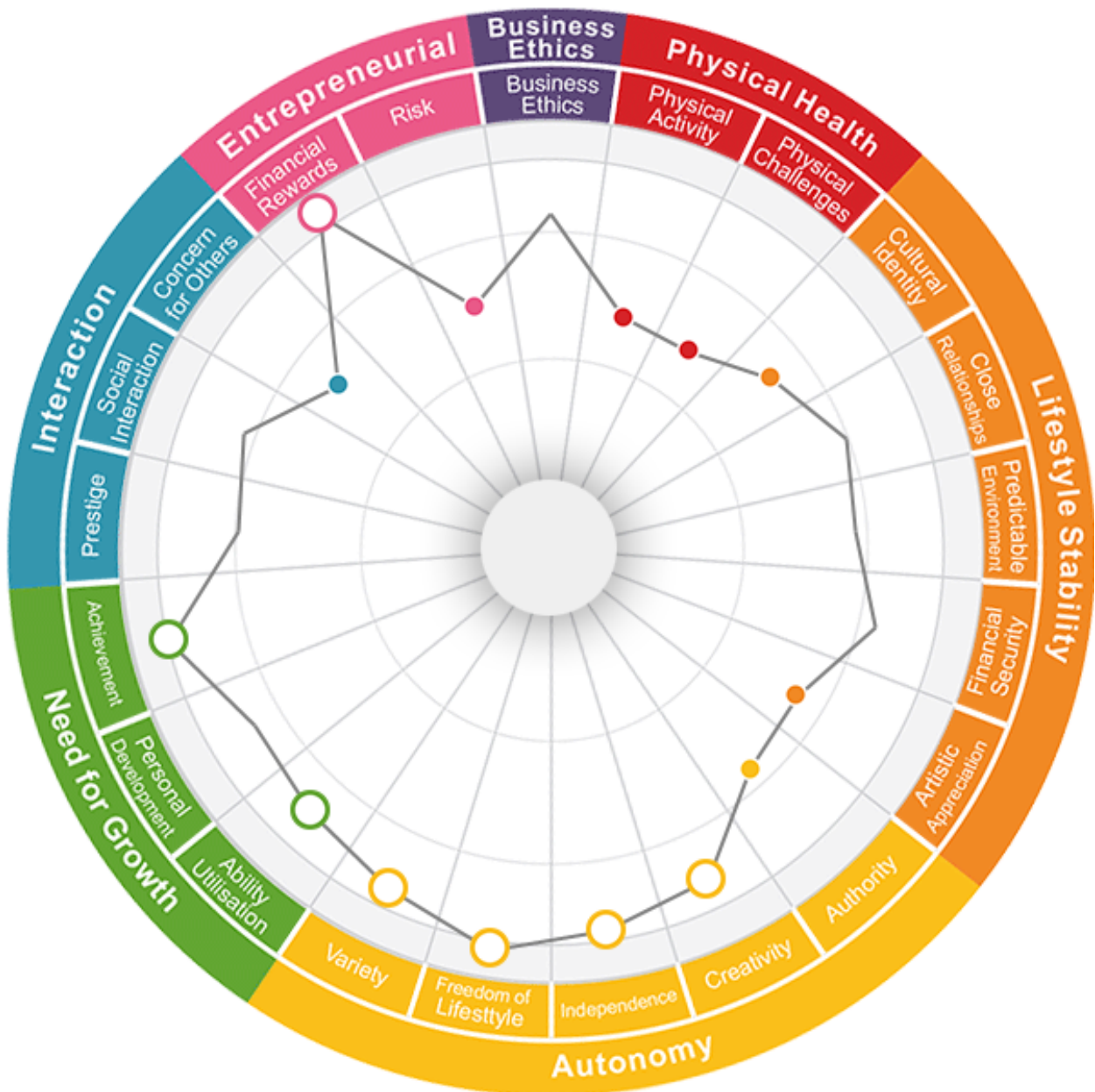
Possible Demotivators



Physical Activity, Physical Challenges, Concern for Others, Risk, Predictable Environment, Social Interaction, Prestige

Position CVP results

Position CVP Windrose graph



Corporate Value list

Breakdown of corporate value system

Major Motivators



Ability Utilisation, Creativity, Variety, Independence, Achievement, Freedom of Lifestyle, Financial Rewards

Minor Motivators

Predictable Environment, Prestige, Close Relationship, Social Interaction, Financial Security, Business Ethics, Personal Development

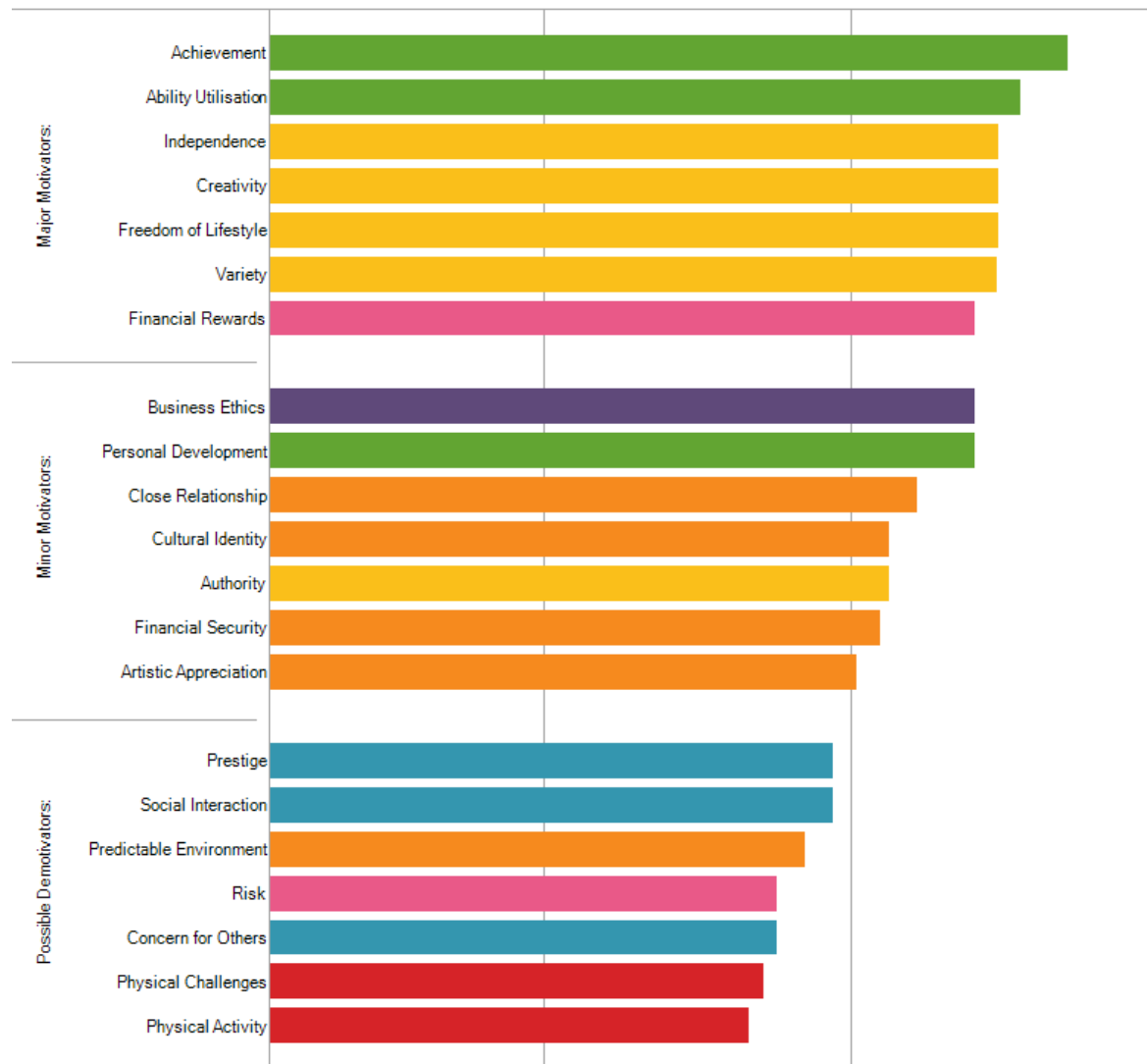
Possible Demotivators



Physical Challenges, Physical Activity, Risk, Concern for Others, Cultural Identity, Artistic Appreciation, Authority

Individual PVP Bar chart

PVP bar chart graph



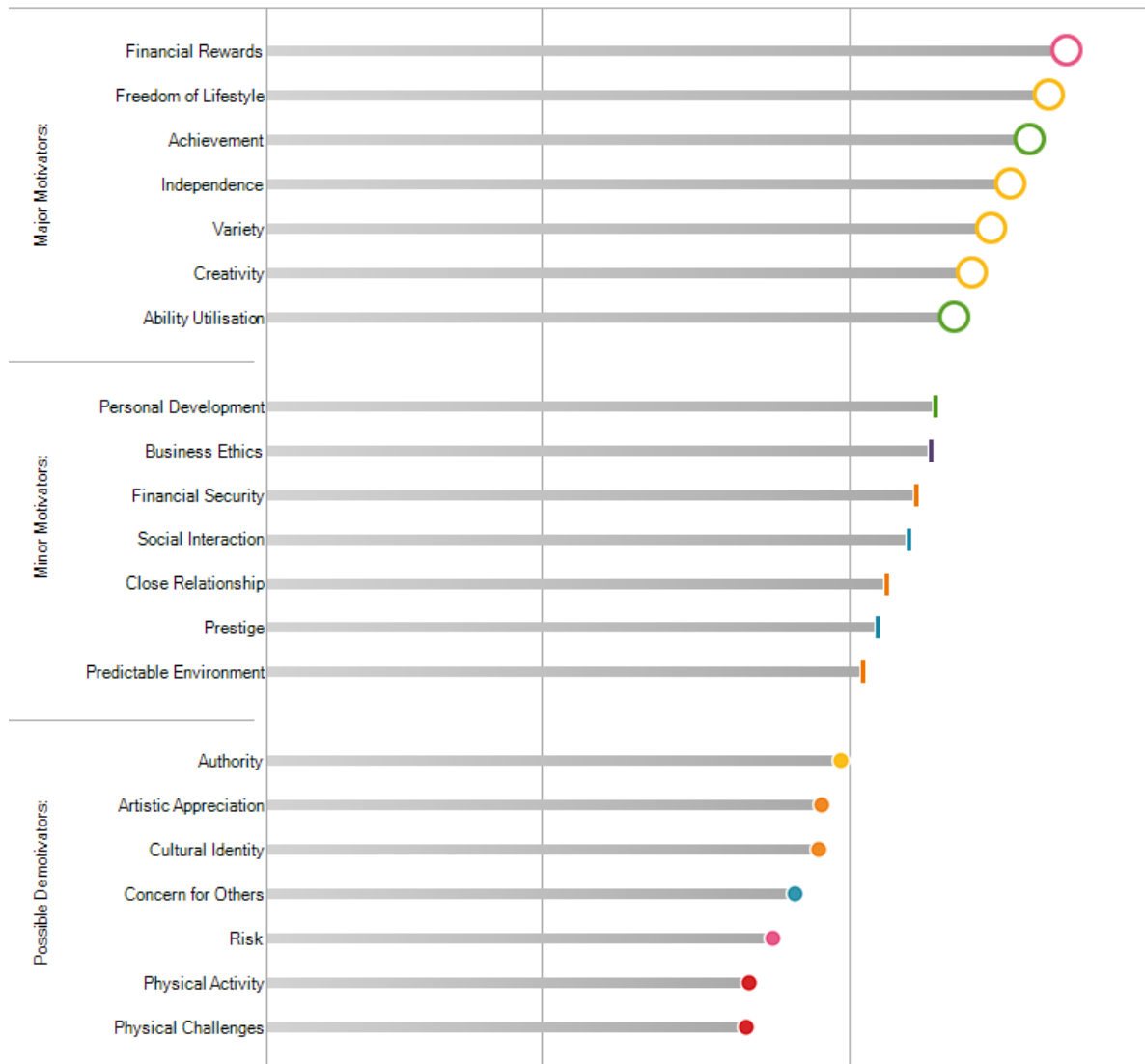
Colour key to value clusters



CVP Bar chart

CVP Bar chart graph

Legend



Colour key to value clusters

