

# Window on Work Values Profile



Values have a major influence on how individuals approach their work. They drive our decisions, cause us to defend what we believe in and determine our behaviour at work.

The Window on Work Values will help teams understand their values and whether they are aligned with those of the organisation. Once their core values are identified, the team can begin developing its own Team Values Statement and Team Charter.

The report provides feedback to the individual on eight core value types:

- Individualism
- Collectivism
- Compliance
- Empowerment
- Authority
- Independence
- Conformity
- Equality

This feedback allows individuals to compare the degree of alignment of their own work values with the way the team perceives the values of the organisation.



## The Questionnaire

- 64 Items
- Available electronically or paper based
- Takes approximately 15 - 20 minutes to complete
- Extensively researched and validated
- Written in straightforward, positive language

## Applications

- Team Coaching and Development
- Cross-Organisational Mergers
- Multi-Team Integration
- Executive Coaching

*“Very useful in clarifying purpose etc. of team and increased understanding of where team members come from. Dialogue created was excellent”.*

Kamini Davenport,  
Department of Defence

## Benefits

- Can be used with all types and levels of teams
- Highlights the significance of shared values in teamwork
- Shows individuals what really motivates them about how they work
- Helps individuals appreciate and accommodate other people's views
- Highlights the core values that drive their behaviour
- Demonstrates how to apply individual values to real work issues
- Provides feedback on the organisational culture that fits their values
- Provides a language to communicate the individual's values to others
- Enables teams to develop their own values-based ground rules and team charter

*“In my view it is useful as an extension of the Team Management Profile to go deeper in to the decision making process afterwards or separately for vision oriented workshops or decision-oriented workshops”.*

Edgard Meuleman, Sirkant nv.

## Your consultant's details:

### How to Access TMS

TMS can only be brought to your organisation by an Accredited TMS Network Member. Please contact the consultant for further details.



For any additional information please contact  
Team Management Systems on phone +61 (0) 7 3368 2333  
email [tms@tms.com.au](mailto:tms@tms.com.au) or visit our website [www.tms.com.au](http://www.tms.com.au)

## ORGANISATIONAL VALUES PROFILE (OVP)

*Values are concepts or beliefs which people use to guide their behaviour. Values will drive our decision making and cause us to summon up energy to preserve what we believe in. They go beyond specific situations and determine how we view people, behaviour and events.*

Often major sources of conflict and disillusionment are due to mismatched values. The values that an organisation has are usually an expression of the personal values of the senior management, which have impacted the organisation over time.

The Organisational Values Profile Questionnaire is a 32-item profile questionnaire allowing individuals to rate their perceptions of the core organisational value types, based on Dick McCann's Window on Work Values. Profile feedback gives a work values hierarchy and, where applicable, key match information on the alignment between personal and organisational values. The questions relate to the eight value types on the Window on Work Values:

- Compliance
- Conformity
- Collectivism
- Equality
- Empowerment
- Independence
- Individualism
- Authority

The Organisational Values Profile Questionnaire can be completed by any number of respondents and the results collated into the one report. For personal development usually there is only one respondent, who has also completed the Window on Work Values Profile Questionnaire and a comparison can be made between the two Profiles.

For organisational culture assessment a large sample of respondents within a branch, division or department of an organisation complete the profile questionnaire and the results are combined to present an overall Organisational Values Profile. When several of these are done within the whole organisation a comparison can be made of the views held across the key business units. This is important information to underpin organisational development work.

### PROFILE QUESTIONNAIRE

- 32 items
- Available electronically or paper based
- Takes approximately 15-20 minutes to complete
- Rigorously researched and validated
- Written in a straightforward, positive language

#### Your consultant's details:

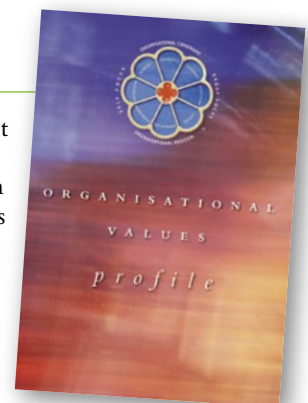
Manning Consultants  
Level 27, Santos Place,  
32 Turbot Street,  
Brisbane QLD 4000  
T: +61 (0)7 3181 5745  
www.manningconsultants.com.au



McCann Window on Work Values

### APPLICATIONS

- Organisational values assessment
- Organisational development
- Checking the alignment between espoused values and reality values
- Culture change
- Values mapping
- Organisational climate surveys
- Values match



### BENEFITS

- Can be used with all types and levels of teams
- Highlights the significance of shared values in teamwork
- Provides feedback on the match between personal values and organisational culture when used with the Window on Work Values Profile
- Enables teams to develop an Organisational Values Charter to bridge the gap between where we are now and where we want to be