

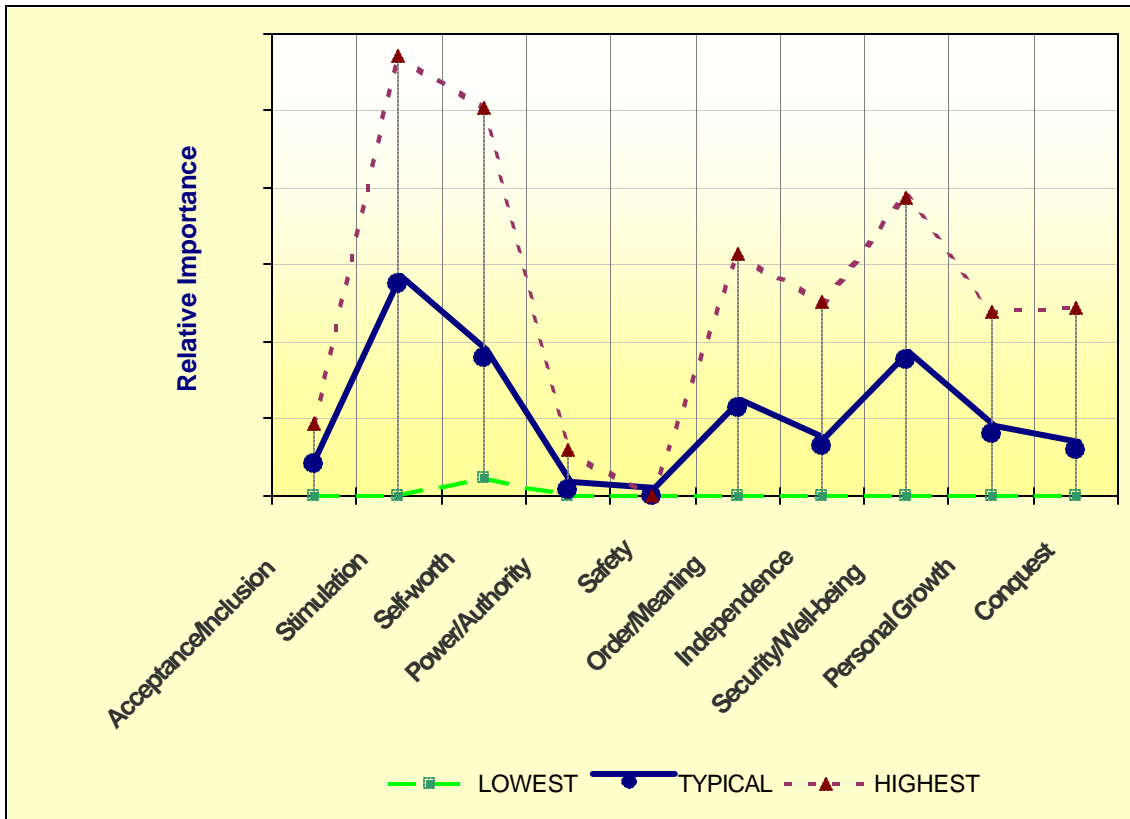


Exploring Your Values

DATE OF DATA COLLECTION: January 18, 2001

NAME: Example
 CURRENT JOB TITLE: Executive
 ORGANIZATION: Example Business
 DEPARTMENT: Head Office

A SENSE OF DIRECTION: YOUR PRINCIPAL GOALS

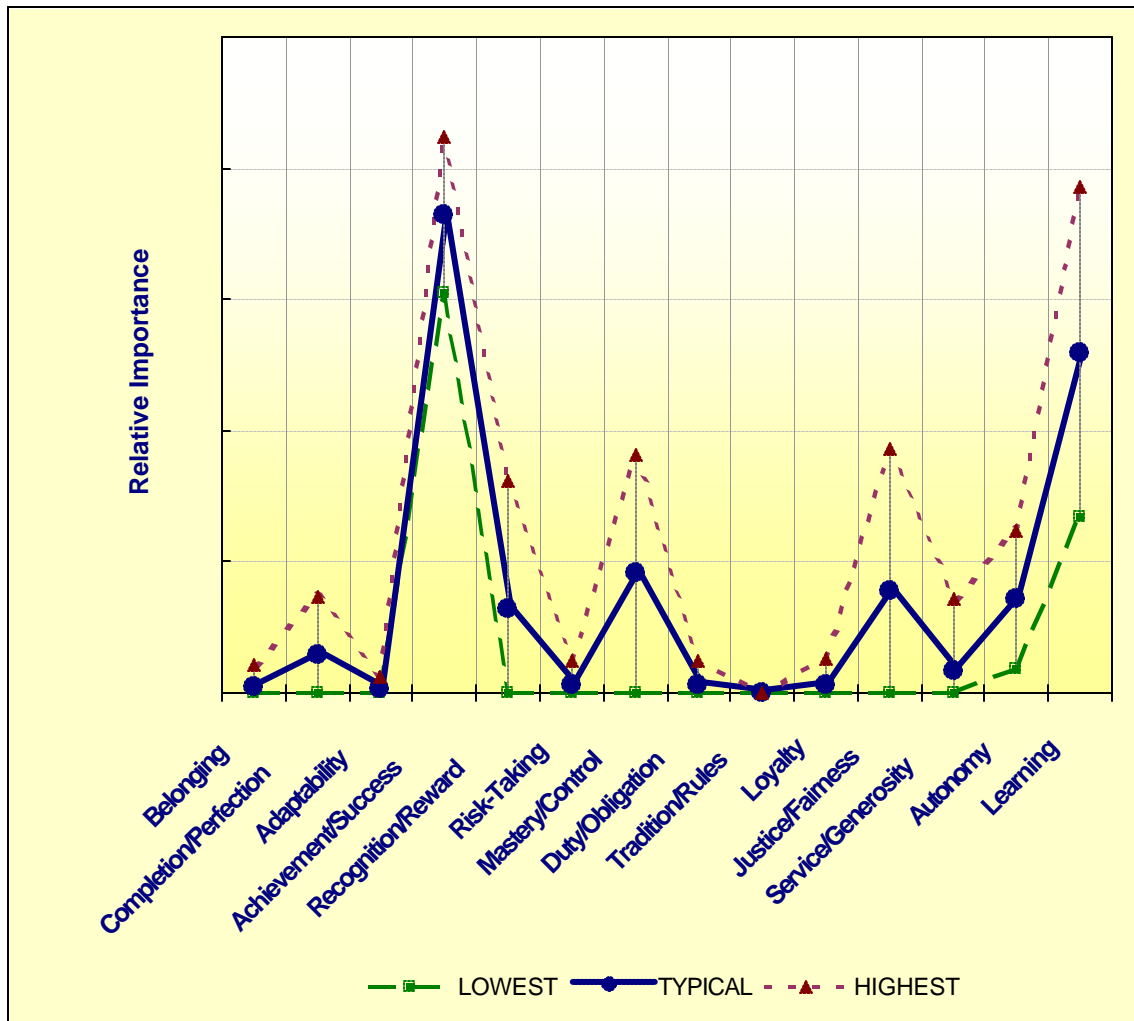


Rank Order	Chosen Goal	Brief definition
1	Stimulation	Feeling excited and challenged by what you are doing.
2	Self-worth	Feeling positive about yourself
3	Security/Well-being	Feeling secure, relaxed and on firm ground.
4	Order/Meaning	Feeling you have a role in giving events a shape or purpose.
5	Personal Growth	Feeling that you are developing as a unique individual.
6	Independence	Feeling in control of your own choices and decisions.
7	Conquest	Feeling you have come out on top in areas important to you.
8	Acceptance/Inclusion	Feeling liked or valued by others you hold in high regard.
9	Power/Authority	Feeling in control and able to make things happen.
10	Safety	Feeling safe and secure.

NAME: Example

DATE: January 18, 2001

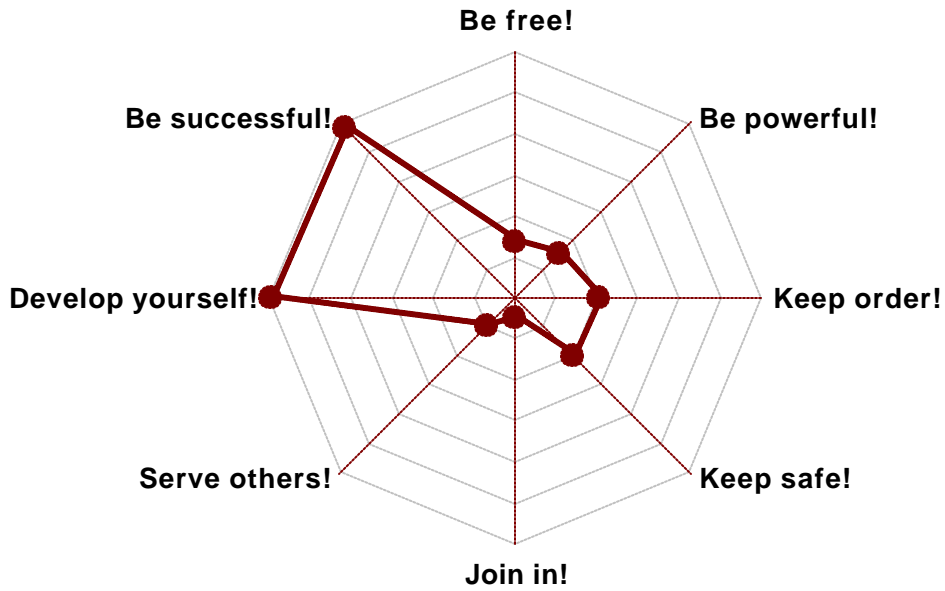
YOUR HABITUAL WAYS OF REACHING YOUR GOALS



Rank Order	Value	Brief definition
1	Achievement/Success	<i>Reaching significant goals or worthwhile accomplishments.</i>
2	Learning	<i>Gaining knowledge, understanding or expertise.</i>
3	Mastery/Control	<i>Being in control and able to direct other people's actions.</i>
4	Justice/Fairness	<i>Following ethical principles of honesty and fair dealing.</i>
5	Autonomy	<i>Acting independently; taking your own decisions.</i>
6	Recognition/Reward	<i>Winning praise from others or gaining material rewards.</i>
7	Completion/Perfection	<i>Doing things thoroughly with proper attention to detail</i>
8	Service/Generosity	<i>Looking after others without concern for personal gain.</i>
9	Loyalty	<i>Supporting others because you like or feel obliged to them.</i>
10	Risk-Taking	<i>Taking risks to get what you want.</i>
12	Belonging	<i>Being accepted as a part of the group by people you value.</i>
13	Adaptability	<i>Willingness to 'fit in' or change to accommodate events.</i>
14	Tradition/Rules	<i>Following well-established, prescribed ways of doing things.</i>
14	Duty/Obligation	<i>Acting according to an established code of behavior.</i>

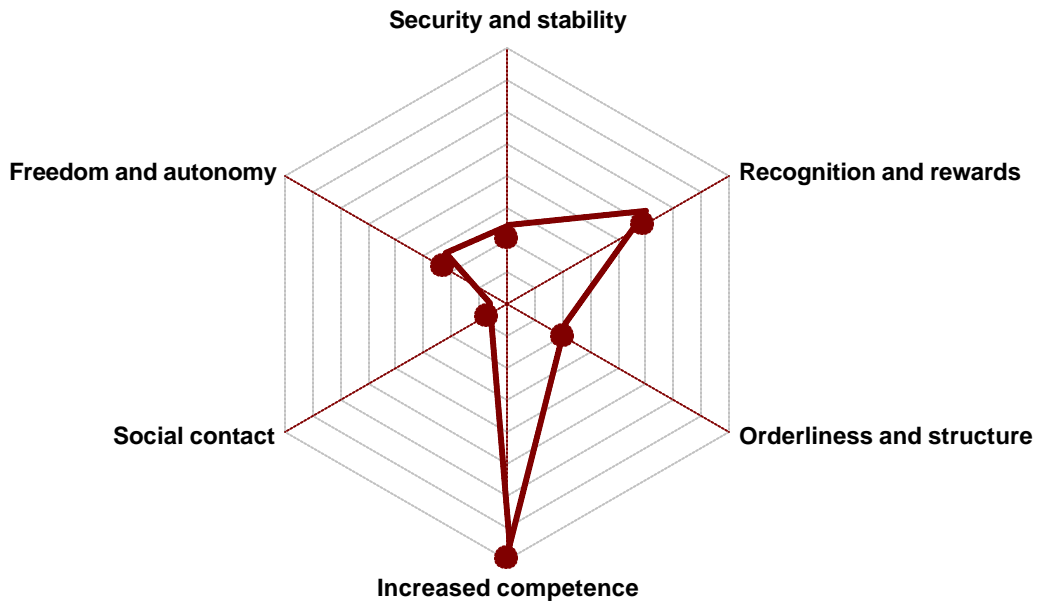
Motivational Imperatives

These inner 'commands' that govern our actions are based on our values



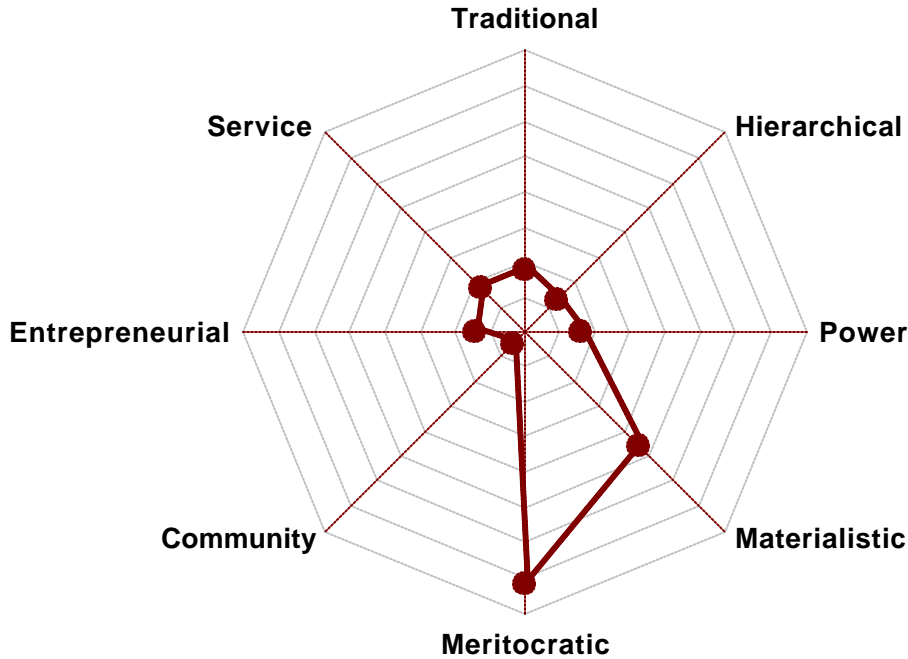
Sources of Satisfaction

These should be the sources of job satisfaction and reward that fit most with your expressed values.



Fit with Organizational or Team Cultures

How might different organizational or team cultures fit with your expressed values?



Key to Organizational Cultures

Name	Comfort	This culture tends to accommodate people who
Traditional	☹☹	Following 'rules' or traditional ways of doing things.
Hierarchical	☹☹	Acting according to recognized roles, duties and responsibilities.
Power	☹☹	Gaining personal power, authority and status.
Materialistic	☺☺☺	Achieving agreed goals and completing practical tasks.
Meritocratic	☺☺☺☺☺	Building 'expert' status and extensive technical competence.
Community	☹☹☹☹	Social contacts, team membership and getting on well with others.
Entrepreneurial	☹☹	Acting independently, taking risks and showing constant initiative.
Service	☹☹	Putting the needs of other people first and behaving ethically.