

WINDOW ON WORK VALUES

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 behavior. We will spend a great deal of energy preserving and defending our core work values and infringements of personal values can lead to terminal conflict in teams.



“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

WINDOW ON WORK VALUES PROFILE

The Window on Work Values Profile will help people understand what their values are and how they influence their behaviour at work.

This Profile is based on Dick McCann's Window on Work Values model, which describes eight core value types:

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

The Window on Work Values Profile Questionnaire is a 64-item questionnaire where individuals record those activities or situations at work that they value. Once their core values are identified, a team can begin developing its own Team Values Statement and Team Charter.



ORGANISATIONAL VALUES PROFILE

The alignment between personal and organisational values can have a significant effect on the behavior of individuals and teams.

The Organisational Values Profile Questionnaire is a 32-item 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.

APPLICATIONS

- Personal and Team Development
- Organisational Change
- Cross-Cultural working
- Merged and Newly formed teams
- Executive Coaching

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 each other's views
- Provides feedback on the match between personal values and organisational culture
- Provides a language to communicate 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.