

WoWV 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.

The alignment between personal and organisational values can have a significant effect on the behaviour of individuals and teams. The Window on Work Values model describes eight core value types that impact how we behave at work:

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

The **Window on Work Values Profile** (WoWV) can assist people and teams to understand what their values are and how they influence their behaviour at work.

The WoWV focuses on individual values to rate their perceptions of the core organisational value types and provides a work values hierarchy. This data enables teams to identify the alignment between personal and organisational values and explore possible implications of any misalignment, such as conflict, disengagement and poor individual or team performance. Once the core values are identified, the team or organisation can begin developing its own Team Values Statement and Team Charter.

WoWV Benefits

- Provides feedback on the alignment of personal values and organisational culture
- Highlights the significance of shared values in teamwork
- Identifies an individual's motivation for how they work
- Helps individuals understand and appreciate each other's views
- Provides a common language to discuss and communicate values
- Enables teams to develop their own values-based rules and charter

TMS Global

TMS Global is our delivery platform, designed and built around the end-user experience and with the personal learning journey as a primary focus. In one place, your participants will find everything they need to complete, read, learn about and share their Profiles as well as access a wide range of learning applications, resources and Diagnostic Tools.

Visit [TMS Global Features](#) to find out more.



McCann Window on Work Values

WoWV Applications

- Organisational Change
- Conflict Resolution
- Working across Cultures
- Merged and newly formed teams
- Personal & Team Development
- Development of Team & Organisational Values Charters

DID YOU KNOW...

The **Window on Work Values** framework offers a simple & practical starting point for discussions around **values at work**.



For more information, please contact **TMS**
E: info@teammanagementsystems.com
W: www.teammanagementsystems.com

© Team Management Systems FR0035:2020 230321

GET IN TOUCH WITH THE TMS TEAM
to find out about our Window on Work Values Profile Accreditation Programme