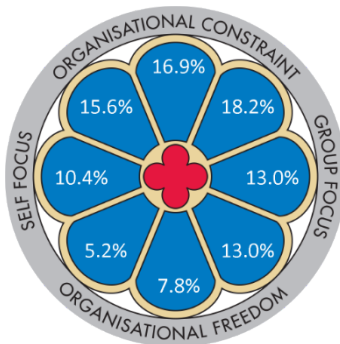




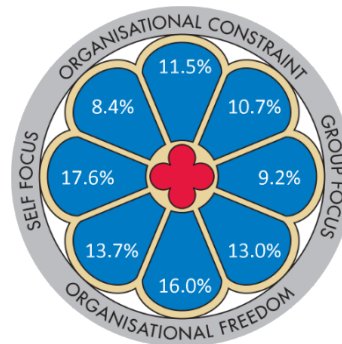
## VALUES ALIGNMENT

ORGANISATION	TEAM MEMBER
Telemedicine	Peter Piper

### Organisational Values



### Personal Values

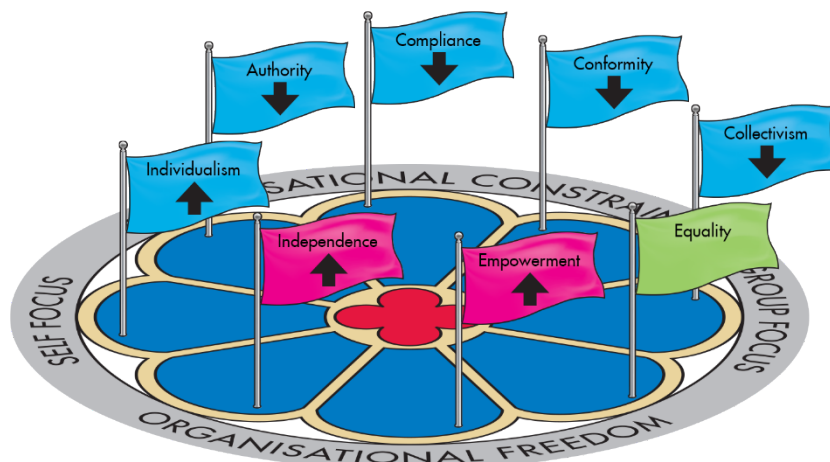


The two images above show 100 percentage points distributed around the Window on Work Values model, according to your assessment of your chosen organisation's values and your own personal values. If all values were equally held (unlikely) then there would be 12.5% in each sector.

As a guideline any value type with **16% or greater** is considered to be strongly held; any value type with **8% or lower** is not strongly held.

The Values Alignment flag diagram below shows the alignment of your personal work values with those of your chosen organisation.

### Values Alignment





## KEY



**High match** between organisational and personal values (above 80%)



**Moderate match** between organisational and personal values (50% - 80%)



**Low match** between organisational and personal values (less than 50%)



Personal value type is above the corresponding organisational value type



Personal value type is below the corresponding organisational value type

No flag      Organisational and personal values are not significant

In interpreting the data, pay particular attention to the pink flags:



A 'down-arrow' pink flag suggests that you would prefer an organisation with a **lower emphasis** on this value type i.e. the organisational value type would have to move 'downwards' to better match your value type.



An 'up-arrow' pink flag suggests that you would prefer an organisation with a **higher emphasis** on this value type i.e. the organisational value type would have to move 'upwards' to better match your value type. Blue flags have a similar interpretation, but to a lesser extent.





## Compliance: Your flag feedback

### Your match

Compliance is a reasonably strong value type in the organisation or business unit that you have rated.

Your own score on Compliance is 50-80% of the score you've recorded for the organisation's value type. The blue flag down-arrow indicates that it's worth considering what changes might be made to get an improved values alignment on Compliance.

### What next?

Organisations with strong Compliance values are characterised by obedience, stability, order and security. There will be a clearly defined strategy and a system of ensuring that detailed business objectives are cascaded throughout the organisation.

Although Compliance will be of some importance to you, you'll probably also value behaviour and action relating to a higher degree of organisational freedom. Participative decision-making, tolerance, equality and empowerment will probably be more important to you.

If you're involved in developing a Team Values Statement in this organisation, you may be able to get agreement on shared values that better match your own values. Alternatively, you could make life a bit easier for yourself by developing appropriate pacing skills when interacting with people who are higher on Compliance than you.

## Conformity: Your flag feedback

### Your match

Conformity is a reasonably strong value type in the organisation or business unit that you have rated.

Your own score on Conformity is 50-80% of the score you've recorded for the organisation's value type. The blue flag down-arrow indicates that it's worth considering what changes might be made to get an improved values alignment on Conformity.

### What next?

Organisations with strong Conformity values are characterised by self-discipline, respect for hierarchy, tradition and moderation. There is sometimes a culture where there's an emphasis on the past and a reluctance to take risks. Conservation of existing values is important, and in this way strong solidarity is maintained.

Although Conformity will be of some importance to you, you'll probably also value a level of organisational freedom. Curiosity, autonomy and creativity are probably important to you.

If you're involved in developing a Team Values Statement in this organisation, you may be able to get agreement on shared values that better match your own values. Alternatively, you could make life a bit easier for yourself by developing appropriate pacing skills when interacting with people who are higher on Conformity than you.





## Collectivism: Your flag feedback

### Your match

Collectivism is a significant value type in the organisation or business unit that you have rated.

Your own score on Collectivism is 50-80% of the score you've recorded for the organisation's value type. The blue flag down-arrow indicates that you should think about any changes that could be made to get an improved values alignment on Collectivism.

### What next?

Organisations with significant Collectivism values are characterised by harmony, loyalty, consensus, sharing, co-operation and being helpful. People who hold these values will usually put others first and want to work in a way that preserves the functioning of the group and the support that goes with it.

Although Collectivism will be of some importance to you, you'll probably also value behaviour and action relating to status, influence, personal success, individual initiative and rewards based on individual performance.

If you're involved in developing a Team Values Statement in this organisation, you may be able to get agreement on shared values that better match your own values. Alternatively, you could make life a bit easier for yourself by developing appropriate pacing skills when interacting with people who are higher on Collectivism than you.

## Equality: Your flag feedback

### Your match

Equality is a significant value type in the organisation or business unit that you've rated. Your personal values are well matched.

### What next?

Have a look at any other sectors that have pink or blue flags. These are areas to focus on if you want to get a better alignment between your organisational and personal values.

## Empowerment: Your flag feedback

### Your match

You have rated Empowerment low in the values hierarchy for this organisation or business unit.

Your own score on this value type is more than adequate to meet the organisation's focus on Empowerment. You have a 'pink flag up' indicating that your personal score for Empowerment is more than twice that you've recorded for the organisation, indicating that you'd probably like more organisational focus on Empowerment.





What next?

Rather than concentrate on this sector, it's probably more beneficial to consider first any changes to other sectors of the Window where there are pink or blue down-arrow flags.

## **Independence: Your flag feedback**

Your match

You have rated Independence low in the values hierarchy for this organisation or business unit.

Your own score on this value type is more than adequate to meet the organisation's focus on Independence. You have a 'pink flag up' indicating that your personal score for Independence is more than twice that you've recorded for the organisation, indicating that you'd probably like more organisational focus on Independence.

What next?

Rather than concentrate on this sector, it's probably more beneficial to consider first any changes to other sectors of the Window where there are pink or blue down-arrow flags.

## **Individualism: Your flag feedback**

Your match

Individualism is not a particularly significant value type in the organisation or business unit that you have rated.

Your own score on this value type is more than adequate to meet the organisation's focus on Individualism. You have a 'blue flag up' indicating that Individualism is significant in your values hierarchy and that you'd enjoy more emphasis on it.

What next?

Rather than concentrate on this sector, it's probably more beneficial to consider first any changes to other sectors of the Window where there are pink or blue down-arrow flags.

## **Authority: Your flag feedback**

Your match

Authority is a significant value type in the organisation or business unit that you have rated.

Your own score on this value type is 50-80% of the score you've recorded for the organisation's values. The blue flag down-arrow indicates that you should think about any changes that could be made to get an improved values alignment on Authority.





## What next?

Organisations that have significant Authority values tend to have a hierarchical system of management where the leader takes charge and organisational structure and accountability are clearly enforced.

Although Authority will be of some importance to you, you'll probably also value working in an organisation where managers believe that everyone brings value, talent, skill and resources to the organisation, no matter what their job function. You probably like the openness of such organisations, where equality of opportunity is available to all and integrity and tolerance abound.

If you're involved in developing a Team Values Statement in this organisation, you may be able to get agreement on shared values that better match your own values. Alternatively, you could make life a bit easier for yourself by developing appropriate pacing skills when interacting with people who are higher on Authority than you.





## VALUES ALIGNMENT SUMMARY

It is possible to calculate an overall values alignment percentage for the organisation you rated.

Our research has shown that there is a strong relationship between the overall alignment match percent and job satisfaction.



Generally, an alignment above 70% will be a high match.

An alignment below 50% will be a low match.

**Your overall values alignment is 76%.**

For a summary of the main characteristics of the eight value type sectors please read the Window on Work Values eBook.

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The content of this report is based on data submitted through the Values Alignment Questionnaire. While great care and diligence have been exercised, it is important to note that each personalised report is based on general observations and interpretations.

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