



Values Arrangement List Narrative Feedback Report

Prepared for: **John A. Smith**

Report Date: **02 Aug 2004**

Values Arrangement List *Narrative Feedback Report*

John A. Smith

ID#: 12345678910E

Male

Age: 32

02 Aug 2004

Many factors influence and define behavior. All aspects of behavior are complex, and values are no exception. Consciously or unconsciously, your value system comprises the life priorities that govern your actions and determine your life goals.

Purpose of Values Arrangement List (VAL)

The *Values Arrangement List* (VAL) report was designed to help you identify, articulate, and apply your values more consciously and effectively. The results in this report can point the way toward better self-understanding, control, and responsibility.

The VAL report also enables you to see that others have value concepts in common with your own and some that differ from your own. This insight can help you better understand people and improve the way you work and live together.

What are Values?

Values are enduring beliefs that a certain way of behaving or certain life goals are personally or socially preferable to you. Values define who you are, why you act the way you do, and how you interact with others. Knowing what is important enables you to gain deeper self-knowledge and awareness that can help you identify and develop your strengths and gifts. Values are developed and influenced by many factors, such as personal experiences, parents, school, peers, religious teachings, the community, and culture.

Operational and Life Values

For the purposes of the VAL report, values are organized in two categories—Operational and Life Values. Operational Values are a means to an end and are associated with day-to-day activities. Life Values are the end state and are associated with ultimate aspirations or what individuals strive to maintain or achieve over their lifespan.

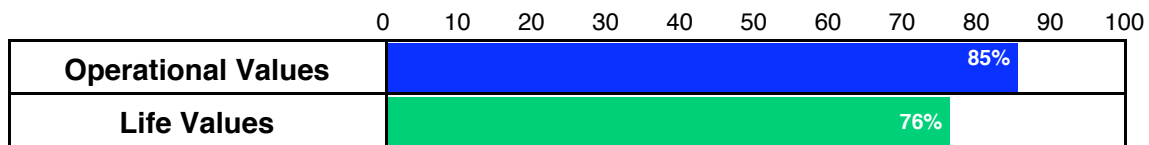
You may use any of the 21 Operational Values as a way of obtaining one or more of the 21 Life Values. For example, you may consider the Life Value of Fellowship to be very important. Several Operational Values could be used toward the end result of Fellowship. If you believe that a responsible person ends up having many friends, you might use the Operational Value of Accountability to achieve Fellowship. If you believe that caring and truthfulness go hand-in-hand in achieving Fellowship, you might rate Affection and Honesty as more important than other Operational Values.

Understanding Your Results

Consistency and Rank Scores have been derived from your rankings of the Operational and Life Values. Consistency scores represent how consistent you were in ranking priorities within and among the sets. For the Rank scores, the values you ranked as most important are labeled "Core" in this report, while values of medium and lowest importance are labeled "Situational" and "Less Preferred," respectively.

Consistency Scores

The Operational and Life Values Consistency Scores range from 1 to 100. The higher your score the more consistent you were in ranking your value priorities. As the graphs below indicate, your Operational Values Consistency Score is 85% and your Life Values Consistency Score is 76%.



How to Understand Your Consistency Scores

Score	Description	Meaning
0 – 69	Less Consistent	You are not at all sure about the priority of your values.
70 – 79	Somewhat Consistent	You are somewhat sure about the priority of your values.
80 – 89	Clearly Consistent	You are generally sure of the priority of your values.
90 – 100	Highly Consistent	You are very sure of the priority of your values.

Your Operational Values Consistency Scores

Clearly Consistent – Consistency Scores in this range (80-89) indicate that you are reasonably clear about your assessment of the Operational value rankings. A score in this range suggests that the Operational values list is a reliable estimate of what you think is most important in your organization's day-to-day existence.

Your Life Values Consistency Scores

Somewhat Consistent – Consistency scores in the 70-79 range are an indication that your rankings are a partially reliable reflection of what you value most in terms of Life or long term goals. A score in this range suggests that you are not quite sure of your values priorities in the set. You may benefit from giving some careful thought and attention to clarifying for yourself just what your priorities really are so that your behavior will reflect your true values in every situation.

Rank Scores

The complete list of Operational and Life Values and your associated Rank Scores follow. Rank Scores correlate with Consistency Scores in that more ties in rankings are likely to occur when Consistency Scores are lower.

Operational Values–Competency or Morally Oriented

Operational Values are subcategorized as Competency or Moral. Competency Values hold importance to the individual in terms of his or her own effectiveness. Moral Values describe beliefs that are agreed upon as important by society as a whole. These subcategories are identified in the hierarchical list below as (C) for Competency or (M) for Moral.

Your Operational Values Hierarchy

<i>Rank Score</i>	<i>Value</i>	<i>Survey Definition</i>	<i>Competency or Moral</i>
1	Honesty	being moral, ethical and truthful	M
3	Accountability	being responsible, credible and trustworthy	C
5	Obedience	being compliant, deferential and yielding	M
6	Competency	being productive, efficient and skillful	C
6	Courtesy	being respectful, considerate and polite	M
7	Humor	being lighthearted, witty and funny	C
7	Affection	being passionate, loving and caring	M
9	Flexibility	being adaptable and able to change	C
9	Order	being systematic, organized and well-kept	M
9	Loyalty	being dedicated, devoted and steadfast	M
10	Discipline	being controlled, composed and focused	C
10	Service	being supportive, aiding and assisting	M
11	Tolerance	being open, accepting and patient	M
14	Fairness	being unbiased, impartial and just	M
15	Creativity	being inventive, original and innovative	C
15	Forgiveness	being able to excuse and let go	M
16	Reason	being rational, analytical and logical	C
19	Autonomy	being self-directing, self-reliant and free	C
19	Drive	being industrious and goal directed	C
20	Courage	being brave, intrepid and fearless	M
20	Knowledge	being wise and scholarly	C

Life Values–Socially or Personally Oriented

Life Values are subcategorized as Social or Personal. Social Values inherently incorporate other people into the description. Personal Values generally hold importance to the individual alone. These subcategories are identified in the hierarchical list below as (S) for Social or (P) for Personal.

Your Life Values Hierarchy

<i>Rank Score</i>	<i>Value</i>	<i>Survey Definition</i>	<i>Personal or Social</i>
1	Spirituality	at one with God, religious beliefs	P
3	Self-worth	high regard for oneself and others	P
3	Love	intimacy, devotion and warmth	S
4	Family	close relations and support of loved ones	S
7	Health	soundness of body and mind	P
8	Pleasure	entertainment, relaxation and fun	P
9	Happiness	satisfaction, joy and contentment	P
9	Wisdom	insight, knowledge and understanding	P
9	Nature	respect for animals and the environment	S
11	Equality	justice and fair treatment for all	S
11	Social Service	contributing to the welfare of others	S
13	Achievement	attainment of goals and aspirations	P
13	Fellowship	having important relationships with friends	S
13	Peace	enduring harmony and freedom from violence	S
14	Wealth	affluence, ease and prosperity	P
15	Freedom	independence in thought, action and lifestyle	S
16	Aesthetics	appreciation and enjoyment of the arts	P
16	Adventure	pursuing excitement and taking risks	P
17	Fame	recognized and known for your contributions	P
18	Community	activity in social or citizen groups	S
21	Power	authority, control and influence	S

Values Clarification

Rather than simply agree to the reported hierarchy of values in this report, you are encouraged to think, define, and test them. Your VAL administrator, coach, or mentor may help you explore activities that will help you better understand your Operational and Life Values, and clarify the important role they play in your life. Activities may include:

- » Comparing values of individual members of your team or group and discussing commonalities and differences.
- » Discussing your VAL rankings, and their potential relationship to your performance and satisfaction, with your manager or peers.
- » Identifying gaps and misalignments between your core values and day-to-day actions.
- » Reflecting on whether or not your value system is aligned with the value system of the organization where you work. If your personal value system is not aligned with the value system of your current organization, brainstorm actions to ensure that neither is compromised.

Comparison of Your Value Priorities to Others

To help you understand how your values compare to others', the following table shows your values in comparison to the values of a group of 2,793 Americans.

Your Operational Values

<i>Rank</i>	<i>Value</i>
1	Honesty
3	Accountability
5	Obedience
6	Competency
6	Courtesy
7	Humor
7	Affection
9	Flexibility
9	Order
9	Loyalty
10	Discipline
10	Service
11	Tolerance
14	Fairness
15	Creativity
15	Forgiveness
16	Reason
19	Autonomy
19	Drive
20	Courage
20	Knowledge

Operational Values of 2,793 Adults

<i>Rank</i>	<i>Value</i>
4	Honesty
7	Accountability
8	Loyalty
8	Competency
8	Fairness
9	Affection
9	Knowledge
10	Autonomy
10	Drive
11	Reason
11	Flexibility
11	Courtesy
11	Tolerance
11	Discipline
12	Creativity
12	Forgiveness
12	Service
13	Courage
14	Humor
14	Order
17	Obedience

Your Life Values

<i>Rank</i>	<i>Value</i>
1	Spirituality
3	Self-worth
3	Love
4	Family
7	Health
8	Pleasure
9	Happiness
9	Wisdom
9	Nature
11	Equality
11	Social Service
13	Achievement
13	Fellowship
13	Peace
14	Wealth
15	Freedom
16	Aesthetics
16	Adventure
17	Fame
18	Community
21	Power

Life Values of 2,793 Adults

<i>Rank</i>	<i>Value</i>
4	Family
5	Love
6	Self-worth
7	Health
7	Happiness
8	Wisdom
8	Fellowship
9	Achievement
9	Freedom
10	Spirituality
10	Equality
11	Peace
13	Pleasure
14	Social Service
14	Adventure
15	Wealth
15	Power
16	Nature
16	Community
17	Fame
17	Aesthetics

John A. Smith

ID#: 12345678910E

Male

Age: 32

02 Aug 2004

Your Operational Values Hierarchy

Rank	Value	C or M	%
1	Honesty	M	100%
3	Accountability	C	75%
5	Obedience	M	50%
6	Competency	C	79%
6	Courtesy	M	79%
7	Humor	C	63%
7	Affection	M	46%
9	Flexibility	C	42%
9	Order	M	42%
9	Loyalty	M	33%
10	Discipline	C	83%
10	Service	M	67%
11	Tolerance	M	38%
14	Fairness	M	54%
15	Creativity	C	67%
15	Forgiveness	M	67%
16	Reason	C	79%
19	Autonomy	C	75%
19	Drive	C	75%
20	Courage	M	83%
20	Knowledge	C	83%

Your Life Values Hierarchy

Rank	Value	P or S	%
1	Spirituality	P	100%
3	Self-worth	P	75%
3	Love	S	67%
4	Family	S	75%
7	Health	P	46%
8	Pleasure	P	54%
9	Happiness	P	75%
9	Wisdom	P	63%
9	Nature	S	54%
11	Equality	S	38%
11	Social Service	S	38%
13	Achievement	P	75%
13	Fellowship	S	75%
13	Peace	S	42%
14	Wealth	P	54%
15	Freedom	S	63%
16	Aesthetics	P	58%
16	Adventure	P	38%
17	Fame	P	50%
18	Community	S	63%
21	Power	S	100%

Value Consistency Percentages

Value consistency shows how consistently the individual ranked a given value. A consistency score of 100% means that the individual consistently ranked that value in the same relative order each time it was presented to them. This could possibly be interpreted to mean that the individual places a very high importance on this value and would never compromise this value regardless of the situation (s)he was placed in. Consistency ratings of less than 100% indicate the extent to which the individual changed the relative importance of the value depending upon which values (s)he was ranking at the time. Lower value consistency ratings could possibly indicate that the value might be more situational in nature, changing in importance depending upon the situation and which values are being called upon at any given time.