



AN Other

Individual Values Assessment

Prepared by
Barrett Values Centre

TABLE OF CONTENTS

Section 1: Personal Values	3
Section 2: Current Culture Values	6
Section 3: Desired Culture Values	9
The Barrett Model	12

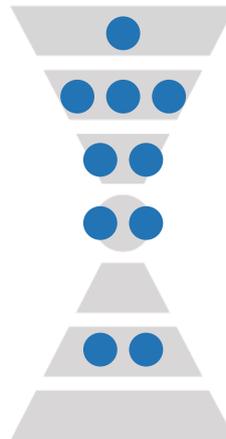
This Individual Values Assessment helps you identify what matters to you in your life and what drives your behaviours. It also provides an overview of how you witness the current culture of your organisation and how you would like to experience this culture in the future. The degree of alignment between your own values and those of the organisation helps measure the connection you feel to the organisation, and what you feel is needed to strengthen this going forward.

SECTION 1: PERSONAL VALUES

The values you selected to describe who you are.

- 7 Contribution
- 6 Collaboration
- 5 Alignment
- 4 Evolution
- 3 Performance
- 2 Relationships
- 1 Viability

Personal Values (PV)



- - Positive Value
- - Potentially Limiting Value

VALUE	LEVEL
adaptability	4
caring	2
coaching/ mentoring	6
fairness	5
honesty	5
humility	7
making a difference	6
open communication	2
risk-taking	4
well-being	6

THEMES BASED ON YOUR VALUES

- Building relationships based on open, considerate and just actions
- Acting with modesty and flexibility
- Guiding others and seeking to maintain a sense of balance across all aspects of your life

POTENTIALLY LIMITING VALUES

These are all positive values. You are not a fear driven person.

DISTRIBUTION OF VALUES

Your Personal Values are located in five of the seven levels, with concentration at Level 6 - Collaboration. Collaboration represents higher order partnerships where alliances are formed, and people are positively impacted.

When values are missing in a level, this could mean that 1) this level is already handled; 2) this may be a blind spot or an area to address; or 3) this may point to the next step in your evolution. What would be your interpretations?

REFLECTIVE QUESTIONS

What are your three (3) most important values?

To what degree are you able to bring and live your three values at work?

What are the beliefs that lie beneath each one?

How are you living / demonstrating these values?

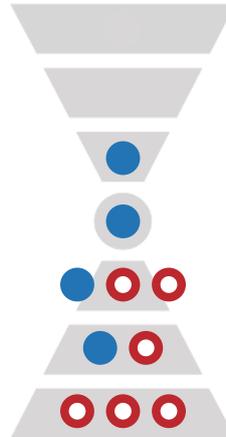
What, if anything, would you like to further explore for your personal growth?

CURRENT CULTURE VALUES

Your perception of your organisation's current culture and the day-to-day working environment, showing both the positive experiences and any potential problem areas.

- 7 Contribution
- 6 Collaboration
- 5 Alignment
- 4 Evolution
- 3 Performance
- 2 Relationships
- 1 Viability

Current Culture Values (CC)



- - Positive Value
- - Potentially Limiting Value

VALUE	LEVEL
achievement	3
caution (L)	1
cooperation	5
employee recognition	2
goals orientation	4
hierarchy (L)	3
internal competition (L)	2
job insecurity (L)	1
short-term focus (L)	1
silo mentality (L)	3

THEMES OF YOUR CURRENT CULTURE

- Supportive and appreciative interactions with others
- Striving to meet business objectives and be successful
- Rigid internal structures and business divisions, with a tendency to work against one another
- A lack of forward planning and a hesitancy to embrace new ideas
- Employees fearing for their long-term employment

POTENTIALLY LIMITING VALUES

There are six potentially limiting values. These values might be causing frustration / lost productivity, thus hindering the progress of the organisation.

Caution is considered to be potentially limiting when it hinders risk-taking and prevents the full exploration of new ideas.

Hierarchy can become potentially limiting when position dictates the quality and degree of communication for all involved. Power and status can become the focal points. This situation can lead to empire building.

Internal competition is potentially limiting when it prevents open communication and the sharing of information, resources or ideas. The focus is on self-interest rather than the common good.

Job insecurity depicts an environment in which employees operate from a basis of fear of losing their employment. The presence of job insecurity can block new ideas and entrepreneurial spirit.

Short-term focus is potentially limiting when people expend available energy on short-term issues at the expense of long-term solutions. It can be reflective of a reactive mind-set or scarcity consciousness.

Silo mentality may be a reflection of disconnection, lack of knowledge sharing and hindered capability for achieving common goals and community.

ALIGNMENT BETWEEN PERSONAL AND CURRENT CULTURE VALUES

The higher the number of matching Personal and Current Culture values, the greater the degree to which you are likely to be aligned with your working environment.

There are no exact matching values. Also look to see what other words, if any, between these two lists are synonymous with each other, to get a total count.

No values matches generally indicate that you are not aligned with the values of the Current Culture. This lack of alignment reduces commitment and performance. In a highly aligned culture, one would expect to see three or four matching values.

DISTRIBUTION OF CURRENT CULTURE VALUES

In the Current Culture, the top values are distributed in five of the seven levels, with concentration at Level 1 - Viability and Level 3 - Performance. Viability represents the need for stability; be it financial, ensuring a sense of security, or the relevance of health and safety. Performance is about the accomplishment of objectives, leading to confidence, a sense of pride, and self-worth.

Note that some of this focus is potentially limiting and may be adversely affecting the organisation.

There are no positive values in the following levels:

Level 1 - Viability represents the need for stability; be it financial, ensuring a sense of security, or the relevance of health and safety.

Level 6 - Collaboration represents higher order partnerships where alliances are formed, and people are positively impacted.

Level 7 - Contribution is the fulfilment of purpose in service of the greater good.

REFLECTIVE QUESTIONS

How much of your authentic self are you able to bring to work / live at work?

What do you see the strengths of your culture to be?

What is your interpretation behind each of the empty levels, if any?

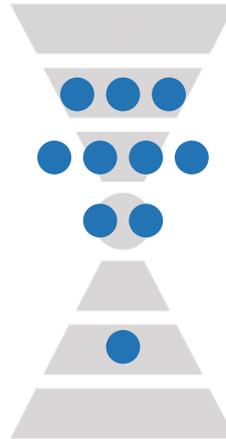
What is the impact of each of the potentially limiting values, if there are any? How might they be affecting your engagement or performance?

DESIRED CULTURE VALUES

The values and behaviours you would like to experience in the organisation.

- 7 Contribution
- 6 Collaboration
- 5 Alignment
- 4 Evolution
- 3 Performance
- 2 Relationships
- 1 Viability

Desired Culture Values (DC)



- - Positive Value
- - Potentially Limiting Value

VALUE	LEVEL
accountability	4
enthusiasm	5
innovation	4
leadership development	6
making a difference	6
open communication	2
shared vision	5
transparency	5
trust	5
well-being	6

THEMES OF YOUR DESIRED CULTURE

- An upbeat, open working environment where people take ownership of their actions
- Building strong leadership and a common understanding of the future of the organisation
- Exploring new approaches while seeking to promote positive change
- Employees having confidence in on another and being supported in their need to find holistic balance in their lives

ALIGNMENT BETWEEN CURRENT AND DESIRED CULTURE VALUES

The higher the number of matching Current and Desired Culture values, the greater the degree to which you see that the organisation is on the right track.

There are no exact matching values. Also look to see what other words, if any, between these two lists are synonymous with each other, to get a total count.

No values matches generally indicate that the organisation is not on the right path with regards to its culture. This lack of alignment reduces commitment and performance. In a highly aligned culture, one would expect to see three or four matching values.

VALUES FOR THE FUTURE

There are ten new values in the values plot diagram:

accountability

enthusiasm

innovation

leadership development

making a difference

open communication

shared vision

transparency

trust

well-being

ALIGNMENT BETWEEN PERSONAL AND DESIRED CULTURE VALUES

There are three matching values:

making a difference

open communication

well-being

DISTRIBUTION OF DESIRED CULTURE VALUES

In the Desired Culture, the top values are distributed in four of the seven levels, with concentration at Level 5 - Internal Cohesion. Alignment is the embodiment of living and demonstrating one's true and genuine nature.

When values are missing in a level, this could mean that 1) this level is already handled; 2) this may be a blind spot or an area to address; or 3) this may point to the next step in your evolution. What would be your interpretations?

REFLECTIVE QUESTIONS

To what degree and how would these values benefit the organisation in future?

What new behaviours or actions would support the development of your culture?

Which changes are you in a position to effect?

THE BARRETT MODEL



Level 1: Viability represents the need for stability; be it financial, ensuring a sense of security, or the relevance of health and safety.

Level 2: Relationships reflects the attention to and importance of interpersonal relationships.

Level 3: Performance is about the accomplishment of objectives; leading to confidence, a sense of pride and self-worth.

Potentially limiting values are those words/behaviours that reflect possible elements of fear. They are located in Levels 1-3 only.

Level 4: Evolution reveals a willingness to adapt and be open to new perspectives.

Level 5: Alignment is the embodiment of living and demonstrating one's true and genuine nature.

Level 6: Collaboration represents higher order partnerships where alliances are formed, and people are positively impacted.

Level 7: Contribution is the fulfilment of purpose in service of the greater good.