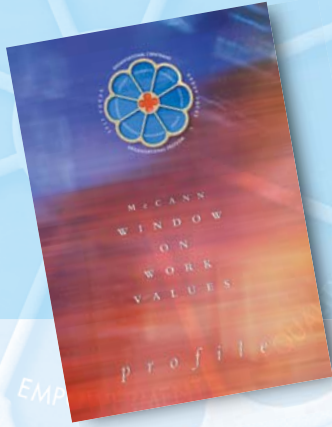


# Window on Work Values Profile



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 at work.

The Window on Work Values will help teams understand their values and whether they are aligned with those of the organisation. Once their core values are identified, the team can begin developing its own Team Values Statement and Team Charter.

The report provides feedback to the individual on eight core value types:

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

This feedback allows individuals to compare the degree of alignment of their own work values with the way the team perceives the values of the organisation.



## The Questionnaire

- 64 Items
- Available electronically or paper based
- Takes approximately 15 - 20 minutes to complete
- Extensively researched and validated
- Written in straightforward, positive language

## Applications

- Team Coaching and Development
- Cross-Organisational Mergers
- Multi-Team Integration
- Executive Coaching

*“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

## 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 other people's views
- Highlights the core values that drive their behaviour
- Demonstrates how to apply individual values to real work issues
- Provides feedback on the organisational culture that fits their values
- Provides a language to communicate the individual's 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.

## Your consultant's details:

### How to Access TMS

TMS can only be brought to your organisation by an Accredited TMS Network Member. Please contact the consultant for further details.



For any additional information please contact Team Management Systems on phone +61 (0) 7 3368 2333 email [tms@tms.com.au](mailto:tms@tms.com.au) or visit our website [www.tms.com.au](http://www.tms.com.au)