



# Values Style Report Sample



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## Welcome to the VALUES STYLE PROFILE

You are about to embark on an exciting journey through the world of personal values. Have you ever wondered why you respond differently to certain life experiences than others around you? It is because you operate on a system of values or invisible motivators that are unique to you! Values styles determine your perception of the world around you. They affect the choices you make, the friends you choose, the career you pursue, your leisure activities, and even the words you say. In short, values determine how you live your life.

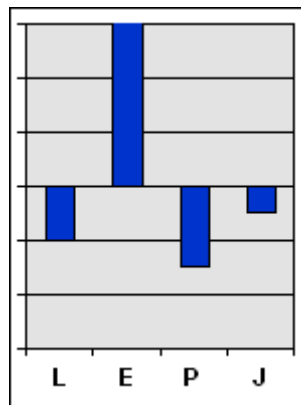
Conflict often arises when we interact with an individual or group whose values clash with our own. We may not understand why people question our thoughts, decisions, opinions, actions, beliefs, and attitudes. Without a proper understanding of different values styles, this misunderstanding can cause us to build a wall around ourselves. If taken to the extreme, we may become fearful of interacting with people who do not perceive the world exactly as we do. Or, perhaps, we will continue to interact but never attain new levels of personal growth. The main reason for a lack of personal growth is due to an unwillingness to understand and accept others' points of view.

This Values Profile is designed to help you discover your "personal" values style. Once this discovery is made, you can grow to understand and appreciate the differences in others. This understanding can become the foundation for building better relationships with the people in your life.

# The Values Style GRAPH PAGE

The Values graph is a wonderful tool that helps you visualise your values style. You can see the intensity of each of the four core styles. The higher the number value (10-40) in each column, the greater the energy expressed towards that particular value. You should be most concerned with the points above the midline. These are your values strengths. The remainder of this profile focuses on the qualities and characteristics of each of the four core styles. If you have only one point above the midline, you have a pure values style. However, pure values styles are rare.

The values styles of most of the population is a combination of two or more styles above the midline. Take a look at your highest point and where it falls in relation to the other three points on your graph.



20 40 18 22

# The Values Style Intensity Indicator

38 40	You might insist on precise usage and application of formal rules. You want strict adherence to a defined system.	<b>You thrive or flourish by achieving your own desires, aspirations, and search for personal fulfillment.</b>	You have a strong desire to change the condition or environment to meet personal goals and desires.	You are reconciling opposites by adding or bringing parts together in a united whole. There is an intense desire to make peace.	6
32 36	You are firmly placed, not easily moved, established, settled, steady, resolute, and very persistent.	You find purpose through gaining knowledge; examining or exploring thoroughly and scrutinising in a sharp penetrating manner to bring things into focus.	You strive to overcome competition. You will challenge, debate, or dispute issues, procedures, or systems.	You seek to harmonise by finding common ground. You combine parts to bring about a favourable solution. You seek to create agreement.	5
26 30	You are traditional and prefer to conform to a customary practice, rule method, or system. Your activity is sanctioned by accepted, customary, or formal practices.	You are questioning and search out information. You are an investigator who looks into matters.	You are inquiring and questioning to test one's knowledge or purpose. You will express doubt or uncertainty about practices or policies.	You are accommodating - you make things "fit" by adjustment, adaptation, reconciliation, and performing favours or services.	4
20 24	<b>You will test boundaries and not just conform to accepted practices.</b>	You willingly yield position or leadership by conceding, submitting or positioning.	You are agreeable - giving permission and approval by agreement in opinion or sentiment.	<b>You are in opposition or have a different opinion than the majority.</b>	3
14 18	Your special characteristics cause you to act individualistic. You are unconventional when confronted with standards and rules.	You try to make things fit or suitable by changing, modifying, or adjusting yourself to a new or altered set of circumstances.	<b>You consent to be in harmony, accord, or of the same opinion with others by being together without conflict.</b>	You tend to move in different directions from the common point, and may depart from a given viewpoint or practice.	2
10 12	You are a person who does not act in conformity with generally accepted beliefs or practices. You do not like to follow established customs.	You seek to protect yourself from harm or damage by maintaining and paying close attention to your personal needs.	You offer support, with the desire to state your approval of an idea, product, or service.	You are likely to set apart, divide, sever, or withdraw. By your actions you may become distinct or disengaged.	1

# Values Style Highlights

## Highest Energy toward Equality ...

- I am prepared to overcome obstacles in order to obtain personal satisfaction and fulfillment.
- It is very important to me to respect the feelings and viewpoints of others.
- I dislike rules and regulations that conflict with my personal feelings or that appear to be unfair.
- I seek out positive role models.
- I am open to new challenges and methods, as long as they do not restrict me.
- I seek a balance between conformity and freedom.

# Values Style Overview

## Equality

### General Characteristics...

- Focusing on respecting the individuality of others as well as self.
- Respecting individual beliefs.
- Searching for personal fulfillment and making opportunities for meaningful communication with others.
- Avoiding inner conflicts.
- Stretching the rules and expectations within safe boundaries in search of personal satisfaction.

### Potential Limitations:

The more energy expended towards Equality, the greater the chance of losing track of day-to-day responsibilities.

### Overview...

Focus	Inner honesty
Outlook	Seeks personal acceptance with others for the common good
Goal	Acceptance into the group
Fear	Lack of personal harmony and injustice
Workstyle	Personal involvement

# Values Style Improvement

## **Limitations:**

The more energy expended towards Equality, the greater the chance of losing track of day-to-day responsibilities.

No matter what type of individual or group we are involved with, we will always have values conflicts. This is part of our nature as human beings. To reach a positive solution to individual or group conflicts, we must first realise that another person's values are just as important to them as your values are to you. By understanding personal values you will increase your success in working with and relating to others.

Below are some general characteristics of each of the four values styles. Read the paragraphs below that are particular to your primary and secondary values characteristics. Underline any statement that you feel will help you to improve.

## **Improvement:**

If you have an Equality values style you are likely to have a personal goal of attaining increased happiness by being allowed to express your opinions and asserting your right to find fulfillment in your life's ambitions. You sometimes lose track of the day-to-day responsibilities that must be met. Others may perceive you as non-committed or compromising under stress. With a high Equality value style you can become more effective by developing OBJECTIVITY and REALISTIC GOAL SETTING. You can do this by asking yourself these questions:

"What ideas can I suggest?" "What will others think?"

"In what way can I be involved that will make things even better for everyone?"

# Summary

Based on the information in the Values Style profile, you should be able to better understand your invisible motivators and why you make certain decisions that affect your daily activities. As you begin to establish relationships with others at school or in the workplace, you will notice that values play an important role. Others could make daily decisions that might not line up with your particular values system.

When this occurs we suggest that you review the following suggestions:

- Be willing to understand another's values style and not presume the worst.
- Perception is reality until someone communicates correct and factual information in a respectful manner.
- Look for a place of common ground that can satisfy each of the participants when dealing with different values styles.
- Discuss your value system differences with your leadership and/or peers so they can make decisions that will satisfy the entire group.
- Be careful not to become fearful of interacting with people who do not perceive the world exactly as you do.
- Be willing to understand and accept others' points of view in order to reach new levels of personal growth.
- Realise that just because people are different they are not necessarily wrong.
- Don't exclude people who have a different values style since any style can do any job. They just do it differently.