MY VALUES QUESTIONNAIRE

INDIVIDUAL REPORT FOR

J Sample

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WHAT ARE VALUES?

There are numerous definitions of values. For the purposes of the MVQ, we have adopted the following definition…

"The principles which we place most importance upon"

Values are not things, objects or physical possessions. They are the ideas represented by those things. For example, 2 people may keep a baseball bat under the bed. For Person A, the bat represents their value of fun, as used for playing baseball. For Person B, who keeps the bat for self-defence, it represents the value of security.

WHY ARE VALUES IMPORTANT?

Many things are important to us. When talking about our values, we are referring to the things which are of <u>most</u> importance to us. That is, those things which we consistently make a priority, either with deliberate awareness, or unconsciously through habit.

The purpose of the MVQ is to establish the relative importance which we place on a set of 22 common values, at the present time.

Every time we make a decision, we are choosing one value over another. When we choose to spend our money on going to a rock concert instead of buying a textbook, we may be choosing the value of *fun* over the value of *insight*. Turning our back on a high-profile corporate career in order to spend more time with the family may represent a choice of *family* over *recognition.*

By increasing our knowledge of our own values, we are able to make decisions from a foundation of strong connection to what is really important to ourselves. Furthermore, we are able to identify areas where we are living in a way which supports our values, and areas where we are not – and make changes accordingly.
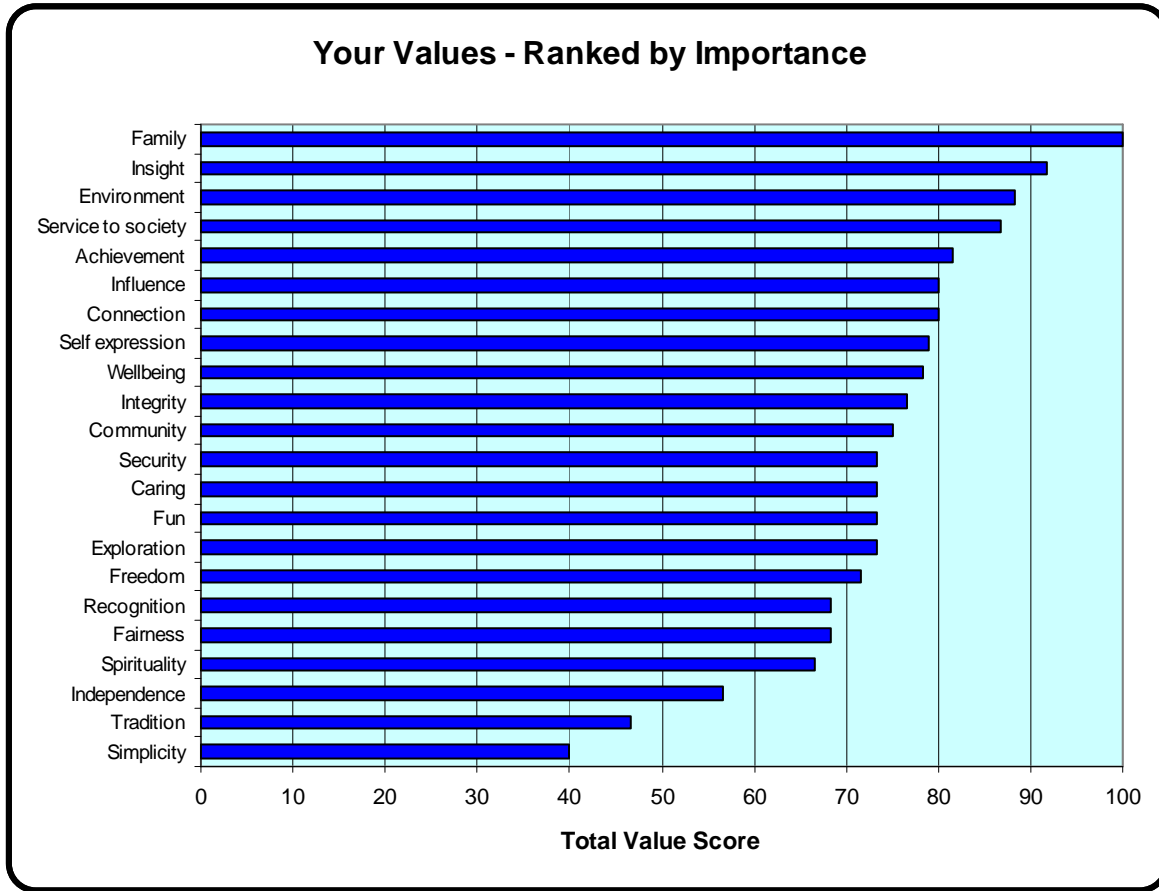
ABOUT THIS REPORT

The purpose of this report is to help you understand your values, and how they can be used.

As well as identifying the priority which you place on each of the 22 MVQ values, the report provides a rating of how you are living each value at work, and in your life in general.

Finally, this report provides 2 exercises to help you take action and make decisions in alignment with your values.

Your Values - Ranked by Importance

Value	Total Value Score
Family	100
Insight	92
Environment	88
Service to society	87
Achievement	82
Influence	80
Connection	80
Self expression	79
Wellbeing	78
Integrity	76
Community	75
Security	73
Caring	73
Fun	73
Exploration	73
Freedom	71
Recognition	68
Fairness	68
Spirituality	66
Independence	57
Tradition	47
Simplicity	40

Total Value Score

The graph above shows your scores for the 22 MVQ values. This shows that the values which you place the highest priority upon are as follows.

Your Priority Values
Below are your priority values, in order of importance, based on your responses

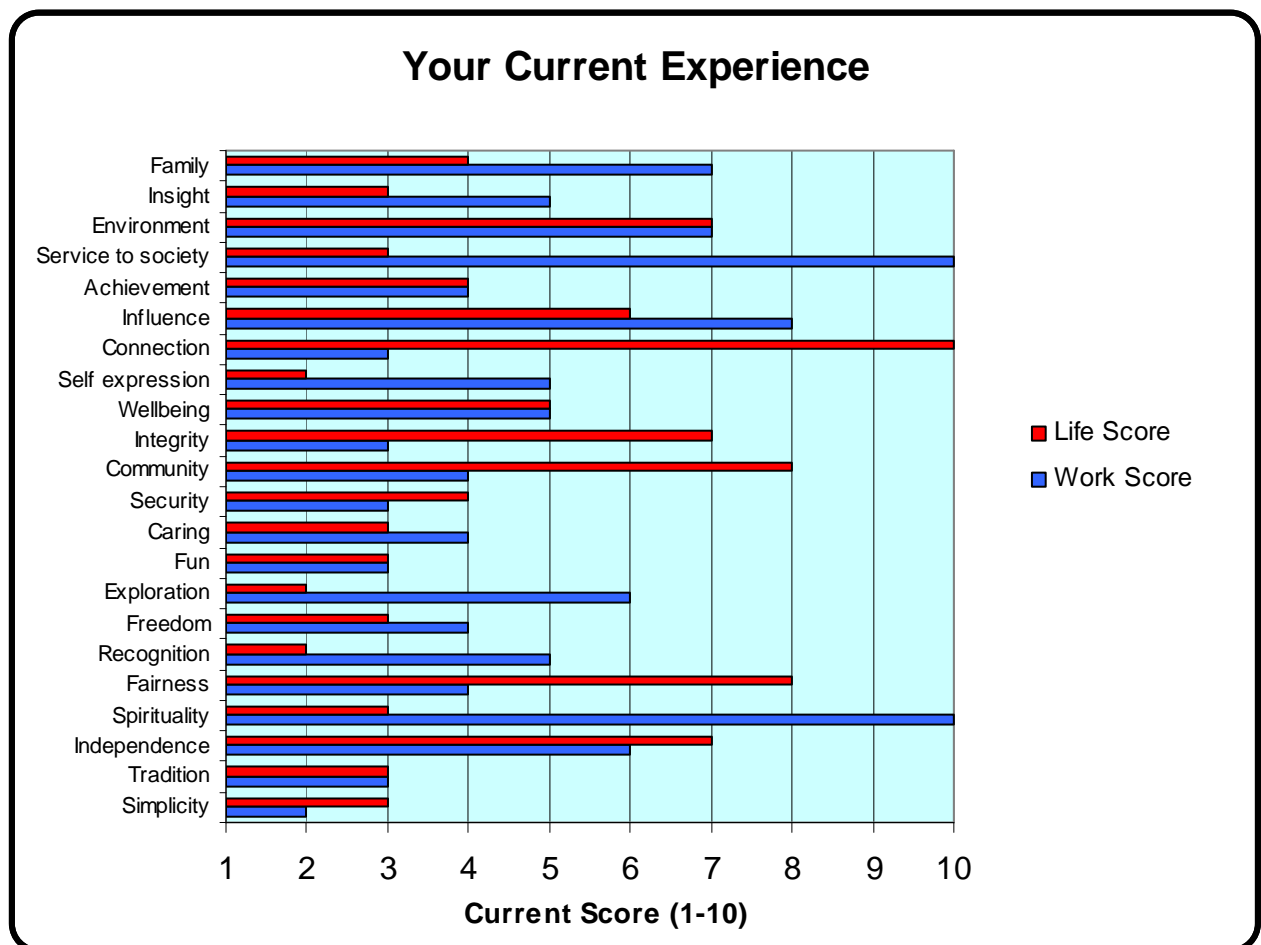| Values	Related Concepts
Family	*home, ancestry, history*
Insight	*wisdom, knowledge, learning*
Environment	*environmental sustainability, making a difference to the future of the planet*
Service to society	*contribution to society, peace, social sustainability, making a difference to people's lives*
Achievement	*mastery, self-competence, excellence, challenge*

HOW MUCH ARE YOU LIVING YOUR VALUES?

The table below shows the degree to which you currently feel you are living your values at work, and in life in general, based on your responses.
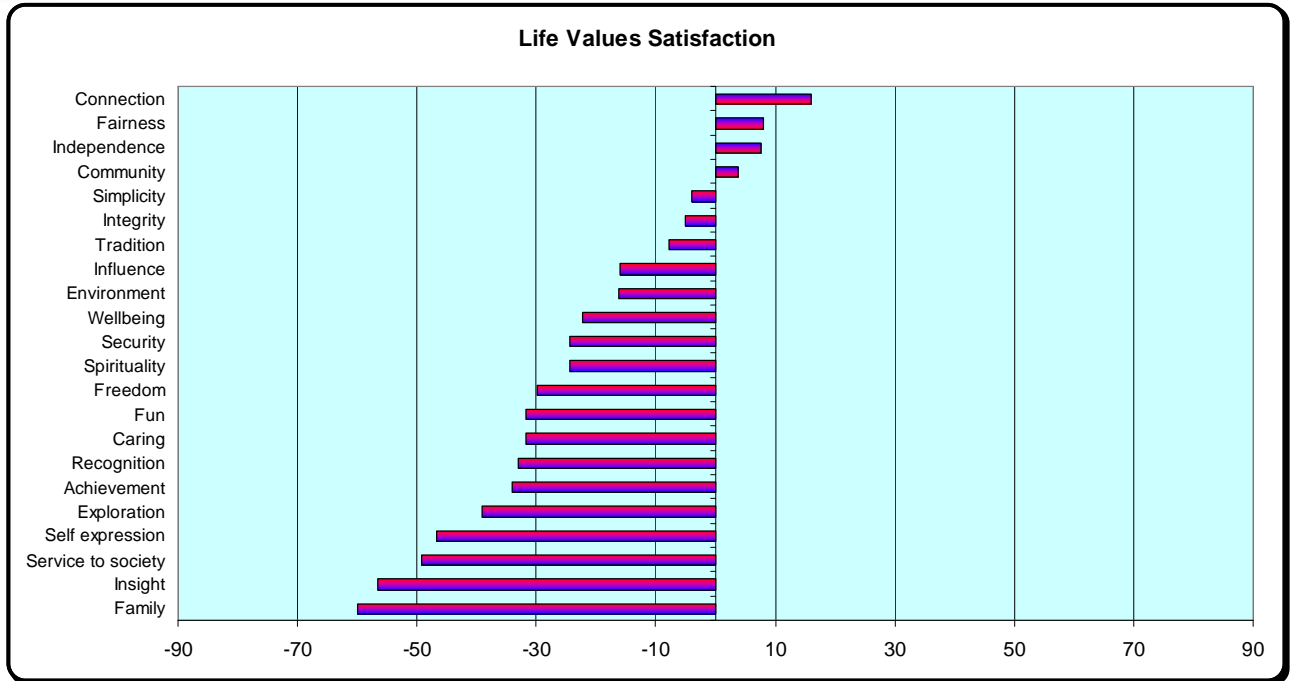
How Much Are You Living Your Priority Values?		
Values	**At Work** (1 = low, 10 = high)	**In Your Life** (1 = low, 10 = high)
Family	7	4
Insight	5	3
Environment	7	7
Service to society	10	3
Achievement	4	4

The graph below shows your scores for all 22 MVQ values (also see the table on page 5). The values are listed in order of the importance you placed on them.

Your Current Experience

Values (top to bottom): Family, Insight, Environment, Service to society, Achievement, Influence, Connection, Self expression, Wellbeing, Integrity, Community, Security, Caring, Fun, Exploration, Freedom, Recognition, Fairness, Spirituality, Independence, Tradition, Simplicity

Legend:
- Life Score (red)
- Work Score (blue)

Current Score (1-10)

Life Values Satisfaction

The graphs on this page indicate the extent to which your experiences are matching the importance you place on each of the 22 MVQ Values.

- Those values which score above 0 are those for which you are "more than satisfied". That is, your experience of that value exceeds the importance you place upon it.

- Values scoring 0 indicate that your experience is matching the importance you place on that value – you are probably "satisfied" with that value.

- Values scoring less than 0 suggest "dissatisfaction" – whereby your current experience is falling short of the importance you place on that value.

Work Values Satisfaction
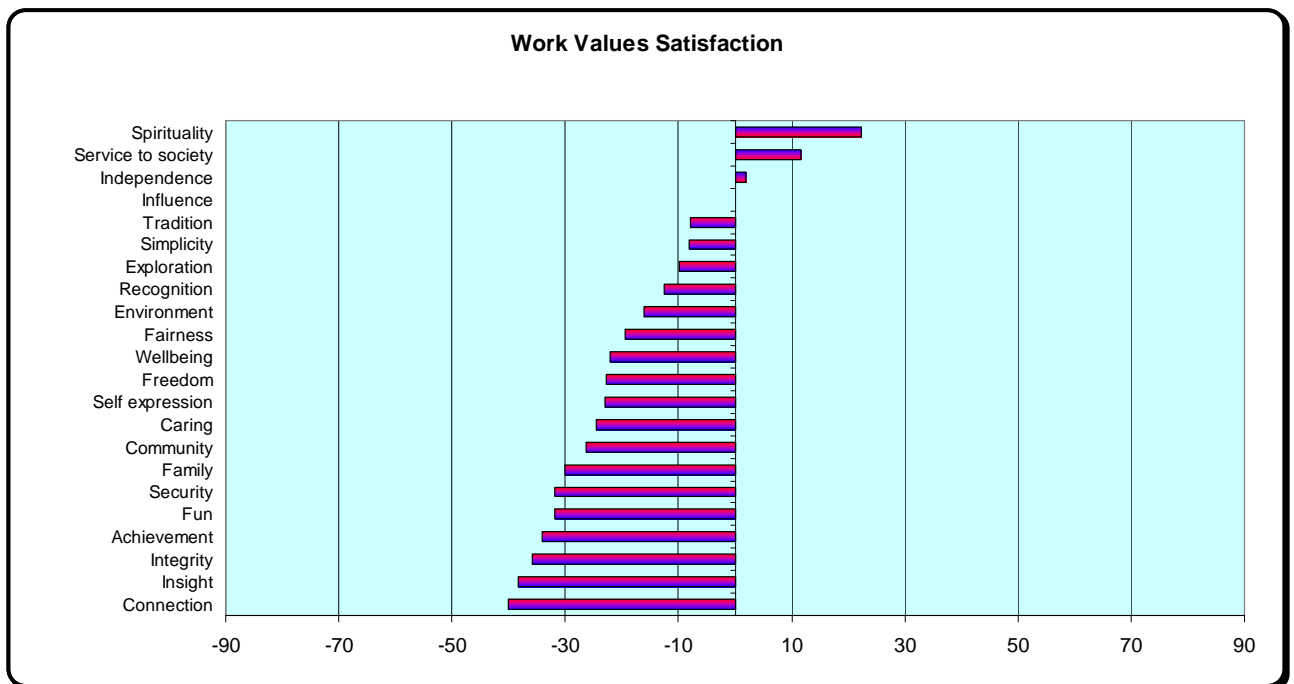
Value	Value Score	Work score	Life score	Related Concepts
Family	100	7	4	home, ancestry, history
Insight	92	5	3	wisdom, knowledge, learning
Environment	88	7	7	environmental sustainability, making a difference to the future of the planet
Service to society	87	10	3	contribution to society, peace, social sustainability, making a difference to people's lives
Achievement	82	4	4	mastery, self-competence, excellence, challenge
Influence	80	8	6	power, control, authority
Connection	80	3	10	love, companionship, relationship, sharing, support, intimacy
Self expression	79	5	2	creativity, ideas, imagination
Wellbeing	78	5	5	health, comfort, relaxation
Integrity	77	3	7	trust, loyalty, honesty, openness
Community	75	4	8	sense of belonging, support
Security	73	3	4	self-preservation, making ends meet, providing, safety
Caring	73	4	3	helping others, service, compassion
Fun	73	3	3	play, pleasure, stimulation, recreation
Exploration	73	6	2	variety, interest, curiosity, adventure
Freedom	72	4	3	choice, individuality
Recognition	68	5	2	status, prestige, acknowledgement, validation
Fairness	68	4	8	justice, equality, egalitarianism
Spirituality	67	10	3	inner harmony, purpose, higher self, self-respect, tranquility
Independence	57	6	7	resourcefulness, autonomy, self-direction
Tradition	47	3	3	honour, respect, conformity
Simplicity	40	2	3	stability, order, making sense of the world, clarity

WORKING WITH YOUR VALUES

Use the table below to identify any gaps between what you value, and what you are experiencing. You can then commit to some actions which will close the gaps and help you live a more values aligned life. An example has been provided, along with instructions below.

My Values	My definition	How would I like to live this value	MVQ score for this value	What gets in the way?	Actions to live this value better
Example Environment	*Living in a way which minimises my impact on the planet*	**Life:** *Volunteering to an environmental group on weekends* **Work:** *Minimising resource use. Recycling*	**Life:** 5 **Work:** 4	**Life**: *Procrastinate, watch TV on weekends* **Work:** *Nobody else cares*	**Life:** *Attend the meeting of the local Wastewise Group this Tuesday.* **Work:** *Organise recycling bins at work.*
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Instructions

1. **My Values**:   Write your Top 5 Values. Or you can use 5 values which you want to focus some attention on.
2. **My Definition**: Write a definition which best fits the way you view this value. You can use the MVQ "related concepts", or come up with some words of your own.
3. **How would I like to live this value?** If you were really living this value, what would you be doing? Consider how this would be at work, and in your life in general.
4. **What score did I give it in the MVQ?** Write the score you gave for that value in the MVQ (see the previous page)
5. **What gets in the way?** Where your score is less than 10, write down some of the things which typically prevent you from living this value to it's fullest.
6. **Actions to live this value better:** Write down an action(s) that you will take to live this value more. Try to come up with practical actions which you can do immediately to move the score for this value up..
7. **Now go and get started on it!**

VALUES-BASED DECISION-MAKING

The grid below can help you make decisions using values alignment as a criteria to guide you. By using values to guide our decisions, we can ensure that more of our choices are consistent with what is truly important to us. An example has been provided, along with instructions below.

Decision	Options	Which Values does this option support?	How does this score against my values? (1-10)
Example: Which car to buy?	1. Flashy sports car	Recognition, Fun	3
	2. Four wheel Drive	Exploration, Fun	5
	3. Family Station Wagon	Wellbeing, Security, Family	8

Instructions

1. **Decision**:   Write a decision which you are currently faced with.
2. **Options**: Write down the various options which you could take.
3. **Which Values does this option support?** For each of the options, consider which of the 22 MVQ values will be most represented by choosing this option. Write more than one value if you feel that more than one value applies.
4. **How well does this option feel like it supports my priority values?** Write a score from 1 (low) to 10 (high), according to how well you overall feel that each option will support your priority values. Consider whether the values which are supported by this option are really things which you hold important. Would you really choose to make these values a priority?
5. **Now make a decision!**