



**Values Report for**

**Jo Sample**

**29 August 2024**

**My Values Questionnaire**



## INTRODUCTION

The My Values Questionnaire (MVQ) identifies your core values and the extent to which you are living and working in alignment with them.

Values are those things that we seek to place the highest priority on. While most of us juggle numerous priorities on a daily basis, there are some concepts that, when it comes to the crunch, we consider to be our most important values. The MVQ questionnaire not only helps to reveal those key priorities, but also how well we are living our values at work, and in life in general.

## USING THE INFORMATION IN THIS REPORT

Your MVQ report contains some powerful insights into the level of alignment with which you are living and working. While some of it may not come as a surprise, we often find that putting words and numbers to what we are experiencing can create great clarity.

If your results indicate that you are not living and working in alignment with your values to the extent you would like, take some time to consider where you can make some small changes initially. It is seldom a good idea to make significant life changes without careful thought and consideration.

To support you with making commitments to live and work in a more values-aligned way, this report contains two Values-based Action Plan worksheets.

It can also be beneficial to seek the advice of a trusted mentor or coach to support you in any change.



## JO'S HIGHEST PRIORITY VALUES

Your scores indicate that these are the 5 values which are most important to you in order of importance, along with the associated concepts which define that value.

These priority values are explained in more detail on the following pages.

Your scores for all 18 of the values measured by the MVQ are shown on page 8.

VALUE	RELATED CONCEPTS
Integrity	trust, loyalty, honesty, openness
Wellbeing	health, comfort, relaxation
Self-expression	creativity, ideas, imagination
Family	home, ancestry, history
Influence	power, control, authority



## JO'S HIGHEST PRIORITY VALUES EXPLAINED

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### Integrity

Value Score = 96%

Life Score = 10

Work Score = 7

You place a strong emphasis on trust, loyalty and truth, with a view that honesty is always the best policy. You are most happy when you have open, trusting relationships, and do not easily accept being misled.

**At work** you are likely to value an environment of openness and transparency, with high levels of trust. You will be less comfortable in a political environment where information is withheld and people fail to follow through on commitments.

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### Wellbeing

Value Score = 85%

Life Score = 4

Work Score = 4

You place strong emphasis on physical and mental wellbeing. It is a priority for you to ensure you have healthy habits and balance in your life. You may feel particularly uncomfortable when the demands of life are limiting your ability to take care of yourself.

**At work** you will value an environment that is balanced and nurturing. A workplace that doesn't meet your needs physically, emotionally or psychologically will likely cause considerable discomfort.

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### Self-expression

Value Score = 80%

Life Score = 6

Work Score = 7

You place a strong emphasis on expressing yourself, whether it be through communication or creative means. A lifestyle where you are not able to be who you really are is likely to be less fulfilling and whole.

**At work** you will be happiest when you get to contribute ideas and talents. You will probably be less comfortable in a role which emphasises routine and conformity, with limited scope for creativity.

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## Family

Value Score = 76%

Life Score = 7

Work Score = 5

You emphasise quality family time and the importance of connection to your close relatives. You are most likely to make decisions that support the importance of family, and may feel compromised if other demands on you reduce the amount of time and attention you can pay to family needs.

**At work** you value a job which allows you to balance your responsibilities to family. You are likely to be less comfortable if your work requirements force a compromise with family time.

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## Influence

Value Score = 74%

Life Score = 5

Work Score = 7

Being able to make change and impact is important to you. It is important that you have the ability to effect change and have some say on how things around you are done.

**At work** you will value a role where you can make change, remove roadblocks, and take the lead. You will potentially experience frustration if you are given limited scope to make decisions.



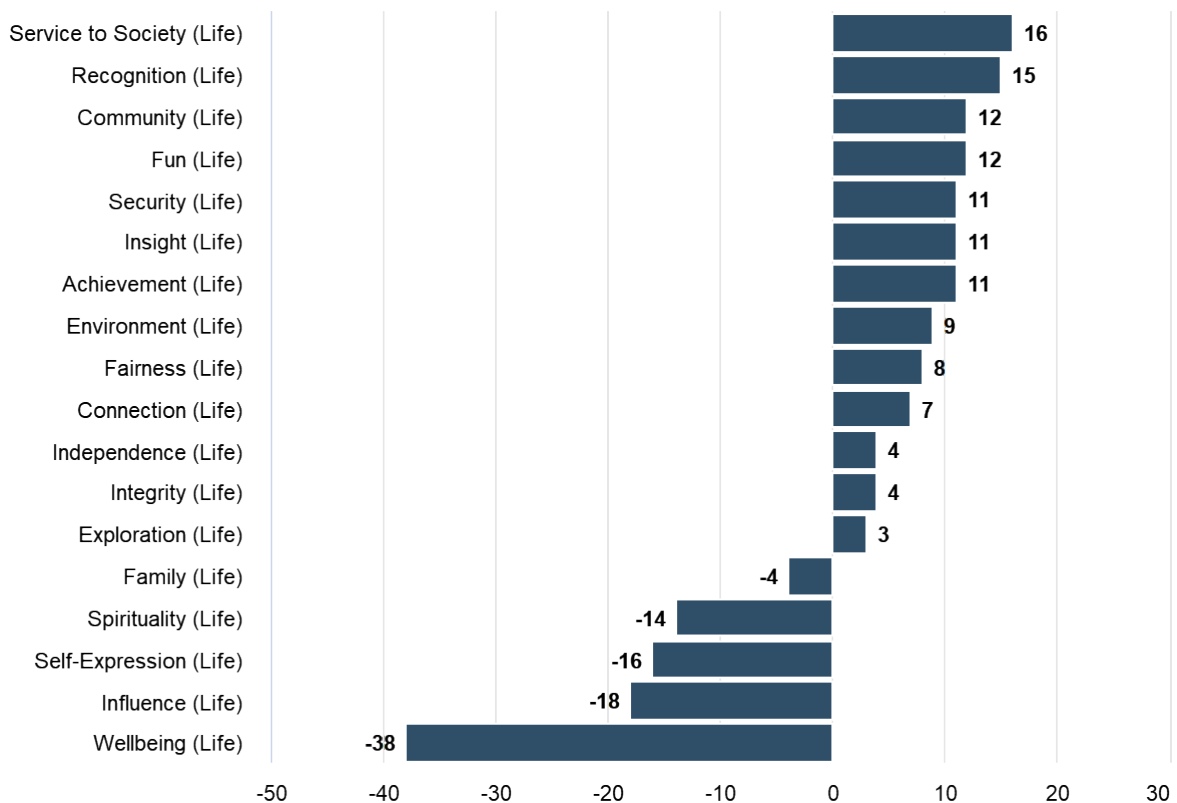
## JO'S LEVEL OF VALUES SATISFACTION IN LIFE

This chart indicates the extent to which your current **life** experience is aligning with the importance you place on each of the 18 MVQ Values. By combining importance and current experience, a weighted satisfaction score has been calculated.

**Scores below 0** are where you are likely to be experiencing dissatisfaction, relative to the importance you place on that value.

For your highest priority values, any shortfalls in how you are experiencing them will be highlighted in this chart as a more negative score, as they are likely to be felt more strongly than deficits in values which are not of great importance to you.

**Scores above 0** are where you are “more than satisfied”, meaning you are living these values at a high level relative to the importance you place upon them.



Note: scores can range from -90 to +25



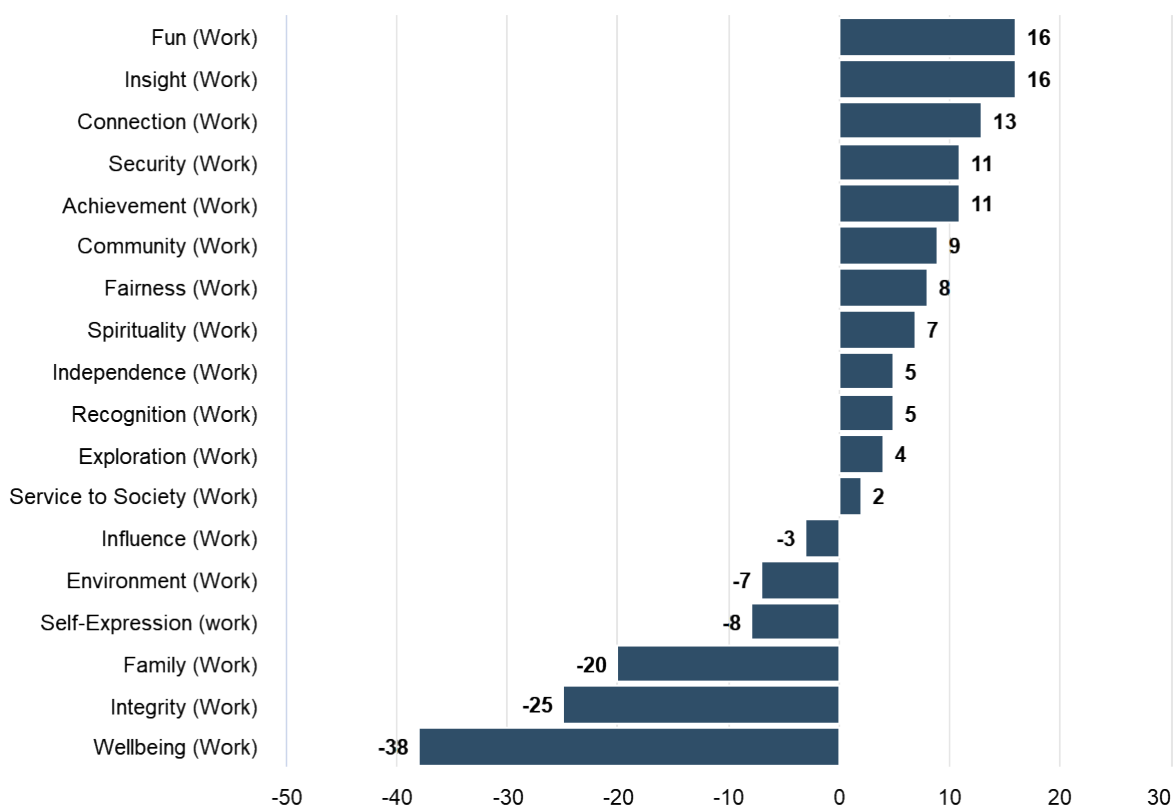
## JO'S LEVEL OF VALUES SATISFACTION AT WORK

This chart indicates the extent to which your current **work** experience is aligning with the importance you place on each of the 18 MVQ Values. By combining importance and current experience, a weighted satisfaction score has been calculated.

**Scores below 0** are where you are likely to be experiencing dissatisfaction, relative to the importance you place on that value.

For your highest priority values, any shortfalls in how you are experiencing them at work will be highlighted in this chart as a more negative score, as they are likely to be felt more strongly than deficits in values which are not of great importance to you.

**Scores above 0** are where you are “more than satisfied”, meaning you are living these values at work at a high level relative to the importance you place upon them.



Note: scores can range from -90 to +25



## JO'S SCORES FOR ALL 18 VALUES

Below are your scores for all of the 18 values measured by the MVQ, along with the importance you place on them and the extent to which you indicated you are living them in life and work (on a scale of 1-10).

Value	Value Score	Life Score	Work Score	Related Concepts
Integrity	96%	10	7	trust, loyalty, honesty, openness
Wellbeing	85%	4	4	health, comfort, relaxation
Self-expression	80%	6	7	creativity, ideas, imagination
Family	76%	7	5	home, ancestry, history
Influence	74%	5	7	power, control, authority
Spirituality	70%	5	8	inner harmony, purpose, higher self,
Connection	57%	7	8	love, companionship, relationship, sharing, support, intimacy
Fairness	56%	7	7	justice, equality, egalitarianism
Environment	54%	7	4	environmental sustainability, making a difference to the future of the planet
Recognition	50%	8	6	status, prestige, acknowledgement, validation
Achievement	46%	7	7	mastery, self-competence, excellence, challenge
Service to society	46%	8	5	contribution, peace, making a difference
Insight	44%	7	8	wisdom, knowledge, learning
Fun	39%	7	8	play, pleasure, stimulation, recreation
Community	33%	7	6	sense of belonging, support
Security	26%	7	7	self-preservation, making ends meet, providing, safety
Exploration	9%	4	5	variety, interest, curiosity, adventure
Independence	7%	6	8	resourcefulness, autonomy, self-direction





## VALUES EXERCISE 1: VALUES-BASED ACTION PLAN FOR LIFE

Use the table below to develop actions to more fully live your values. By focusing particularly on those values where there may be a gap between the importance you place on a value, and the extent to which you are living that value, you can put steps in place to live a more values-aligned life. The table has been pre-populated with the 3 values with your lowest Life Satisfaction score from page 6. There are also blank rows to add other values you want to work on. An example has been provided, along with instructions below.

Value	If I lived this value...	What gets in the way?	Actions
<i>Example</i> Environment	<i>I'd be contributing to action for a cleaner, healthier environment</i>	<i>Procrastinate, watch TV on weekends</i>	<i>Attend the meeting of the local Environmental Group this Tuesday</i>
Wellbeing (Life)			
Influence (Life)			
Self-Expression (Life)			

### Instructions

- Value:** Write a value you want to focus some attention on (the first 3 are already filled in)
- If I lived this value:** If you were really living this value in your life, what would you be doing?
- What gets in the way?** Write down some of the things which typically prevent you from living this value to its fullest.
- 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 in the immediate future to increase your satisfaction in this area of your life.
- Now let's get started on living your values more fully!**



## VALUES EXERCISE 2: VALUES-BASED ACTION PLAN FOR WORK

Use the table below to develop actions to more fully live your values in your work. By focusing particularly on those values where there may be a gap between the importance you place on a value, and the extent to which you are living that value in your work, you can put steps in place for a more values-aligned work life. The table has been pre-populated with the 3 values with your lowest Work Satisfaction score from page 7. There are also blank rows to add other values you want to work on. An example has been provided, along with instructions below.

Value	If I lived this value...	What gets in the way?	Actions
<i>Example</i> Wellbeing	<i>I'd be getting regular breaks from my desk</i>	<i>Too busy to get any time for myself</i>	<i>Schedule "walking meetings"</i>
Wellbeing (Work)			
Integrity (Work)			
Family (Work)			

### Instructions

1. **Value:** Write a value you want to focus some attention on (the first 3 are already filled in)
2. **If I lived this value:** If you were really living this value in your work, what would you be doing?
3. **What gets in the way?** Write down some of the things which typically prevent you from living this value to its fullest at work.
4. **Actions to live this value better:** Write down an action(s) that you will take to live this value more in your work. Try to come up with practical actions which you can do in the immediate future to increase your satisfaction in this area of your working life.
5. **Now let's get started on living your values more fully at work!**