REPORT

WORK VALUES TEST

TestingTalents

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Gender:	female
Age:	30
Education level:	university
Reference group:	Working population of the Netherlands
Test date:	3-07-2017

1. Introduction

It is known from scientific research that there are fourteen work values that can be considered fundamental. If you have work in which the work values that you believe are important have ample room, the chance that you will be successful and happy in your work will increase. The extent to which you believe each of the fourteen values is important is reflected in this report.

1.1 Interpretation

There are two things that you must keep in mind while reading this report. In the first place, the extent to which you assign a high or a low level importance to a value has no meaning in terms of right or wrong. You may need to find certain values more important than others in a certain position, while the opposite may apply to other positions.

Secondly, you must realize that the extent to which you believe something is important is relative with reference to the group of people to which you are being compared. This means that you believe a certain value is more or less important than the reference group does. In this case, the reference group is representative for the working population of the Netherlands with an average vocational level of education or higher.

1.2 Report

This report indicates how important you believe each of the fourteen values is in comparison to the reference group. Each value has a definition that explains what the value is and means. Each value also has a concise name making it easier to talk about the report with others. However, look at the definition given for the meaning of a work value.

1.3 Score interpretation

The figure below is an example of how scores for a random work value are divided over the reference group. This division is divided into nine sections or standard nine scores, each of which applies to a certain percentage of the group. The fifth section represents the 20% of the people who have an average score. The score 1 is the score achieved by 4% of the people; 96% of the people in the reference group believe this value is more important.
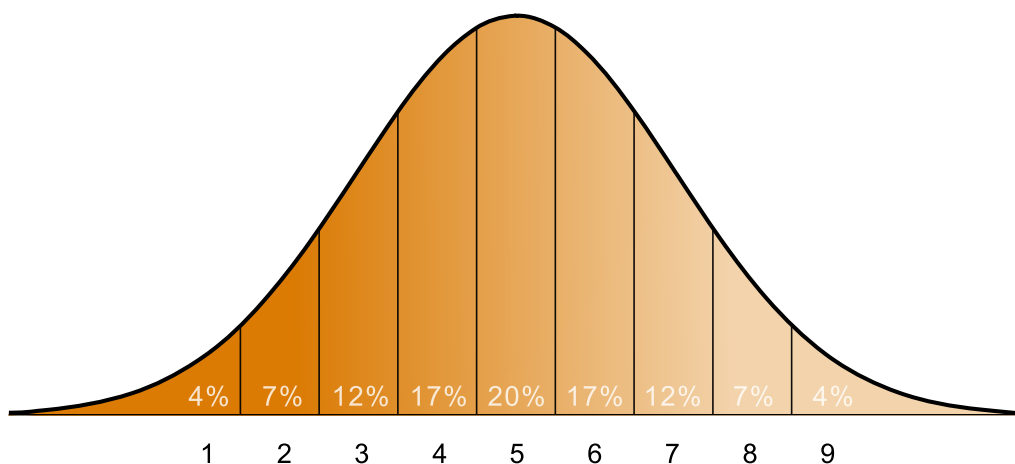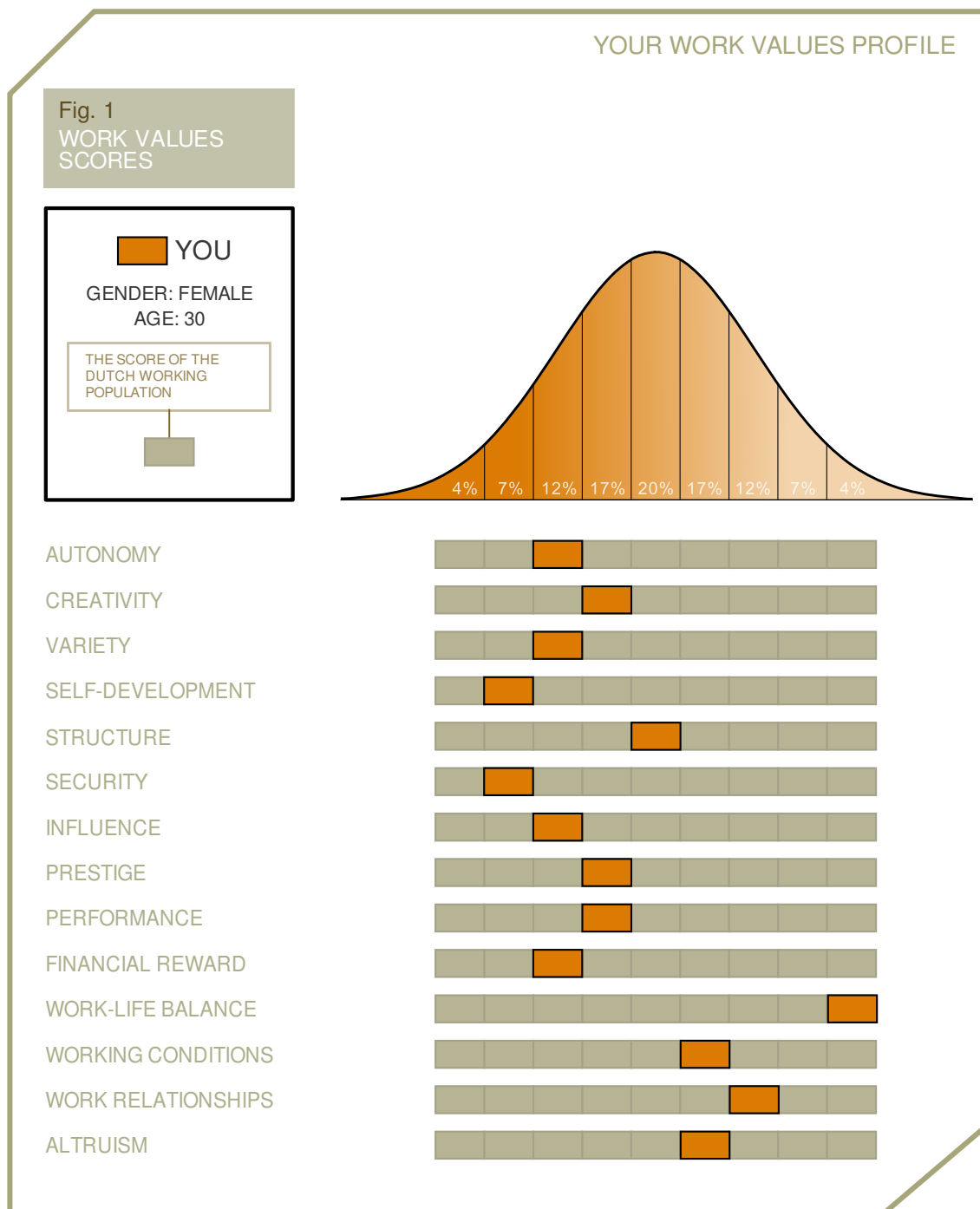
The following textual scores are used in this report. If your score is the same as the score for position 4 in the division shown above, the results indicate that you scored 'just below average' as compared to the reference group.

Position	Textual score
1	extremely low
2	low
3	below average
4	just below average
5	average
6	just above average
7	above average
8	high
9	extremely high

2. Your personal values profile

A graphic and concise textual explanation of your score for each of the fourteen work values is given below. Now determine which four work values are the most important to you. In doing so, you will define a personal value profile. After the scores, more will be explained about the value profiles and what these values mean in choosing a profession.

This report will conclude with further explanation of value profiles and information on what values mean for career choice and choice of company.

YOUR WORK VALUES PROFILE

Fig. 1
WORK VALUES
SCORES

YOU

GENDER: FEMALE
AGE: 30

THE SCORE OF THE
DUTCH WORKING
POPULATION

4%   7%   12%   17%   20%   17%   12%   7%   4%

AUTONOMY

CREATIVITY

VARIETY

SELF-DEVELOPMENT

STRUCTURE

SECURITY

INFLUENCE

PRESTIGE

PERFORMANCE

FINANCIAL REWARD

WORK-LIFE BALANCE

WORKING CONDITIONS

WORK RELATIONSHIPS

ALTRUISM

2.1 Autonomy

Work with a content that you can determine and that you can perform your own way. In comparison to the reference group you scored **below average** on this value.

Choosing for yourself what to do and when to do it is something that is important to people who score well on this work value. This is despite people who state that this work value is far less important to them not considering it a bad thing to be given specific tasks by someone else. Increased autonomy brings increased responsibility too, and so people who attach a great deal of value to this work value do not have a problem with that.

Having control over your own work is fairly unimportant to you. Consequently, the fact that other people decide what you have to do and when is not particularly something that bothers you. Do bear in mind that most people consider it important to have some degree of independence at all times. This is actually a little less the case for you.

The work value autonomy is a clear counterpart to the work value structure. Structure, however, is primarily about the task, whereas autonomy is more about personal self-determination as well. The more educated in particular attach greater value to autonomy. Furthermore, it is somewhat the case that the older people become, the more important they deem this work value to be. In practice, the work value autonomy is presented using terms such as 'independence', 'self-determination', and 'self-sufficiency'.

2.2 Creativity

Employment that offers room for coming up with innovative ideas. In comparison to the reference group you scored **just below average** on this value.

People scoring high on this work value will be more eager than others to use their imagination in their work. They derive satisfaction from coming up with new, original things. Even devising innovative solutions to problems is a form of creativity that they get more out of than those who attach a great deal less importance to this work value. Do be careful, however. Generally speaking, a lot of people deem the work value creativity important in their work. For example, pretty much everyone is eager to be able to inject their own ideas into their work. As such, a lower score on this work value does not mean that the individual regards creativity as entirely unimportant. It merely indicates that the individual considers it less important than the average Dutch person, who attaches a great deal of importance to creativity.

Finding and being given space within your work to introduce innovative ideas is fairly important to you. You also attach some degree of importance to having ample opportunity to come up with your own original solutions in a job.

Working for a smaller company, it can occasionally be easier for space to be made for creativity, because roles are sometimes broader in scope and smaller companies are capable of changing more quickly and easily. In contrast to this, large companies may have specialist roles that are very much focused on creativity. Roles in an R&D department, for instance. Men generally score a tiny bit higher in terms of this work value than women, and in turn those with higher education score a little bit higher than those with secondary education. In day-to-day practice, the work value

creativity can also manifest itself as values and competencies such as 'problem-solving', 'originality' and 'innovation'.

2.3 Variety

Work offering diverse and varying activities. In comparison to the reference group you scored **below average** on this value.

For many people, variety is an important aspect in their work. Usually, this manifests itself as working on various things simultaneously or sometimes even adventurous or exciting work. Work that entails a single set task only is extremely dissatisfying for people scoring high on this work value. People scoring low on this work value are much more likely to appreciate regularity and consistency in their work and deem these things important.

It is not particularly necessary for you to have variety in your work. And so meeting new people, working on multiple tasks simultaneously, and having a variety of tasks are not particularly important to you.

There is a clear connection between the work value variety and the work value creativity. Hence a high score on one will commonly correlate with a high score on the other. Incidentally, men and women regard variety as important to an equal extent. Furthermore, there are no differences between people of different ages or levels of education. Variety can be taken to mean 'work entailing various tasks'. In practice, people engaged in varied work are required to be sufficiently flexible.

2.4 Self-development

Work offering room for the ambition to develop further both personally and professionally In comparison to the reference group you scored **low** on this value.

There are plenty of ways in which a desire to develop yourself can manifest itself and this work value reflects how important you deem it to be. You could, for example, develop new skills, acquire general knowledge, or grow specifically in your field of expertise. Another option is to look for a challenge in the personal sphere. Wanting to discover new sides to yourself and get the best out of yourself are things that are more important to people who score high on the work value self-development than they are to people who score low on this work value. Self-development takes time, energy, and effort, meaning you need to have enough of these things to spare. That said, pretty much everyone considers self-development to be important. Hence even people who score very low on this work value will still attach some degree of importance to their development. People who score average or high are very much open to developing.

Developing yourself considerably in your work and personal spheres is something that you regard as fairly unimportant. What this means is that you clearly can do without things such as continuous personal growth and tough challenges in your work.

There are no clear differences in the extent to which self-development is considered important by men in comparison to women or by young people in comparison to older people. This work value might be regarded as ever so slightly more important by better-educated older people. Other

terms used in relation to self-development include 'personal growth' and 'professional development'.

2.5 Structure

Work that consists of fixed routines and activities. In comparison to the reference group you scored **average** on this value.

People who score high on this work value deem knowing where they stand and what they have to do important in their work. Set frameworks, clear rules, and an unambiguous task provide an overview and prevent unexpected lack of clarity. People who score low on this work value do not need a set, described package of tasks and do not regard strict structure as being important. People who score high on this work value often think it is great that somebody else is dictating what they have to do.

Structure is about as important to you as it is to the average person. What this means is that you have a slight preference for work with clear frameworks and set rules. Furthermore, work with a lot of structure is usually characterized by a limited package of tasks and being told what to do. Hence this is another thing that is as about as important to you in your work as it is to the average person.

People with secondary-level education are more likely to deem structure important than people with higher-level education. In relative terms, operational work entails relatively more structure than work for which thinking and leadership are paramount.

2.6 Security

Work offering security about your job and your future. In comparison to the reference group you scored **low** on this value.

Like most people, those who score high on this work value need a permanent contract and the financial security this provides. People who do not attach much importance to this value will have less difficulty with lack of clarity regarding the future of their job or a temporary contract. Incidentally, pretty much everyone regards the reliability of an employer to be important at all times.

In your case, you do not require much security in your work. Consider in this regard such things as job security and clear prospects for the future.

There is a fairly marked correlation between security and the extent to which somebody also regards the work value structure important. As in the case of structure, it holds for security that people with secondary-level education are more likely to deem security important than people with higher-level education. There are no notable differences between men or women or different age groups with regard to this work value.

2.7 Influence

Work in which you determine what others do and in which you can influence decisions. In comparison to the reference group you scored **below average** on this value.

Wanting to have influence means being eager to contribute to dialog on important decisions and influencing the organization. Furthermore, people who attach a great deal of importance to this work value are also eager to make decisions about other people and be in a position to tell them what to do. Incidentally, a lot of people think that their work ought to entail sufficient responsibility, thereby giving them a certain degree of influence and validity at all times. People who score significantly lower on this work value do not set great store by being given a say and the authority to make decisions.

Within an organization you are not really eager to contribute to dialog on important decisions. Deciding what other people must do is clearly not part of the work you want to be doing.

It is not the case that men clearly attach more importance to influence than women. Neither do age or level of education say anything about the extent to which someone will deem this work value important. Terms such as 'power', 'leadership', and 'responsibility' are linked to the work value influence.

2.8 Prestige

Work that will give you status and standing. In comparison to the reference group you scored **just below average** on this value.

Other people and society as a whole hold certain types of work in higher regard than other types of work. For those who hold the work value prestige dear it is important to have work that impresses people and makes people look up to them. It goes without saying that nobody wants to do work that provides no social status whatsoever, but people who score low on this work value are clearly less concerned about the opinion of others when it comes to their work than people who do consider prestige to be important.

For you, the status and standing of work plays less of a role when it comes to choosing a job or the degree of job satisfaction you experience. How other people and society regard certain work only has a very slight influence on you.

There is something of a positive correlation between the work value prestige and the work values financial reward and influence. Prestige appears to be a little bit more important for people who have a higher level of education than it is for people with secondary education.

2.9 Performance

Work in which ambition and individual performance is appreciated and rewarded. In comparison to the reference group you scored **just below average** on this value.

For people who score average or high in terms of the work value performance it is important to be able to inject their enthusiasm into their work. Moreover, it is definitely also important for such efforts to yield something. This could be a positive performance review or a reward, but it could also be the satisfaction of demonstrating what one is capable of. People who score very low on

this work value will clearly feel less of a need to distinguish themselves and are perhaps more easily pleased.

For you, it holds that you do not attach much importance to performance and the possible consequences of it. Consider in this regard such things as distinguishing yourself from your colleagues, all kinds of rewards, or fulfilling your own ambitions.

Other terms used for this work value include 'ambition', 'drive' or 'performance motivation'. Among young people it seems to be that those with a higher level of education score slightly higher than those with secondary education, though the difference is not particularly significant. Beyond this there are no other differences between age groups or on the basis of sex for this work value. It is relatively often the case that high scores in terms of performance correlate with low scores in terms of altruism as well as higher scores in terms of financial reward and influence.

2.10 Financial reward

Work with which you can earn a lot of money. In comparison to the reference group you scored **below average** on this value.

Earning a lot of money is not important to everyone as long as they have enough to be able to do enough nice things. For people who score very high on this scale it holds that a high salary is also extremely important and that they prefer earning more than others. For people who attach less importance to financial reward it holds that they will less readily seek work for which it is possible to earn bonuses or be paid a 'thirteenth month'.

In general, the financial reward aspect of work is fairly unimportant to you.

Whether someone is a man or a woman, has a high level of education or secondary education, is young or old has little bearing on the degree to which that person considers earning a lot of money to be important. In all these cases it can be very important or very unimportant. Perhaps this is down to people coming to understand the relativity of money as they get older, without this significantly changing any importance they attach to it. Terms occasionally used instead of financial reward are 'materialism' or 'instrumentality of reward'. The latter pertains to the extent to which the financial reward is sufficient for the things you want to do with it.

2.11 Work-life balance

Work that can be combined with your personal life and that is well tuned to your free time. In comparison to the reference group you scored **extremely high** on this value.

People who attach a great deal of importance to the work value work-life balance will primarily value favorable working hours, breaks when necessary and the ability to take vacation when it suits them personally. Striking a good balance between work and personal life is very important to them. Although nobody would appreciate their personal lives being disrupted by their work, people scoring lower on this work value will find this less disturbing than others.

For you, working hours and non-work time should be extremely strictly separate and in harmony. When work impacts on your personal life, this bothers you a great deal.

It seems logical that there are phases of life in which work-life balance is more important. Consider in this regard young parents (for instance). Nevertheless, this is only true to a very limited extent. In general it holds that young people and those at an age at which they are starting families only attach a little bit more importance to a good work-life balance than older people do. Neither are there any notable differences between the sexes. Hence as a work value work-life balance is distributed across people in a fairly universal manner.

2.12 Working conditions

Work that is performed in a nice building at a pleasant workspace under favorable working conditions. In comparison to the reference group you scored **just above average** on this value.

A pleasant workplace is actually important to the majority of people. In particular, equipment that works properly, the right atmosphere, and (preferably) having one's own workplace of sufficient size are things held to be important. Furthermore, people who score markedly higher in terms of this work value will hold such things as the aesthetic appeal and location of the building in which they work in higher regard than other people do. People who score low on this work value are less concerned about the quality of the parking spaces or the canteen.

Having a really pleasant, comfortable workplace is something that is necessary for you. In this regard, the surroundings and aesthetic appeal of a building and its facilities are somewhat important to you.

People who score higher on this work value will more frequently score high on the work value balance between work and private life as well. Whether or not people attach importance to working conditions has nothing to do with how old they are, what their level of education is, or whether they are male or female.

2.13 Work relationships

Work with pleasant social contact with nice colleagues. In comparison to the reference group you scored **above average** on this value.

The social atmosphere at work is important to pretty much everyone. In particular, having pleasant colleagues and positive interaction with them and managers is something that is steadfastly regarded as important to extremely important. Consequently, a higher or a lower score on the work value work relationships does not imply that somebody will or will not attach a lot of (or little) importance to this work value. Everyone considers it important. It is just that for really high scores or really low scores you can infer that somebody attaches a relatively high or low level of importance to it.

The importance you attach to good relationships with colleagues is clearly significant. Good relationships includes such things as conviviality, solidarity, and generally being able to get on well with colleagues and managers.

It is striking that most people prefer to restrict social relationships with colleagues to the work situation. Meeting up outside of work, for example, is something held to be less important by the majority. The extent to which people want a separation between work and their personal lives

plays a partial role in this regard. There is a positive correlation between the work value work relationships and the value working conditions. If you score high on one, then you will probably score high on the other. This work value is also referred to as 'getting on with colleagues' or 'collegiality'.

2.14 Altruism

Work done to help others. In comparison to the reference group you scored **just above average** on this value.

The extent to which you consider it important to be helpful to other people is something reflected in the work value altruism. Hence helping others and being of service to them are things that people who hold this work value dear are keen on. They prefer doing work that is useful for society in general to work primarily characterized by personal gain. People who score low are more likely to agree with the statement that their personal gain is important. In general, it holds that being helpful and of significance to others is important to the vast majority of Dutch people. For that reason, lower scores do not mean that altruism is deemed to be an unimportant work value. What it does indicate is that they are not necessarily looking for work in which efforts geared towards others constitute a significant part.

Devoting yourself to other people and helping people are things you consider to be important in work.

Unsurprisingly, people who score very high on the work value altruism are usually less fixated on the pursuit of high financial rewards. They also score lower on the work value autonomy with a relatively greater degree of frequency. Furthermore, they are more likely to believe that good social relationships with colleagues is important. Women generally score a little bit higher on this work value than men.

3. Value profiles

A profile is compiled based on a specific pattern in the scores for the work values. Below you will find your profile defined by putting the work values in order from what is most important to what is least important for you. The values that are most important to you, though sometimes also those that are least important to you, characterize the things that you consider to be genuinely important or unimportant in work.
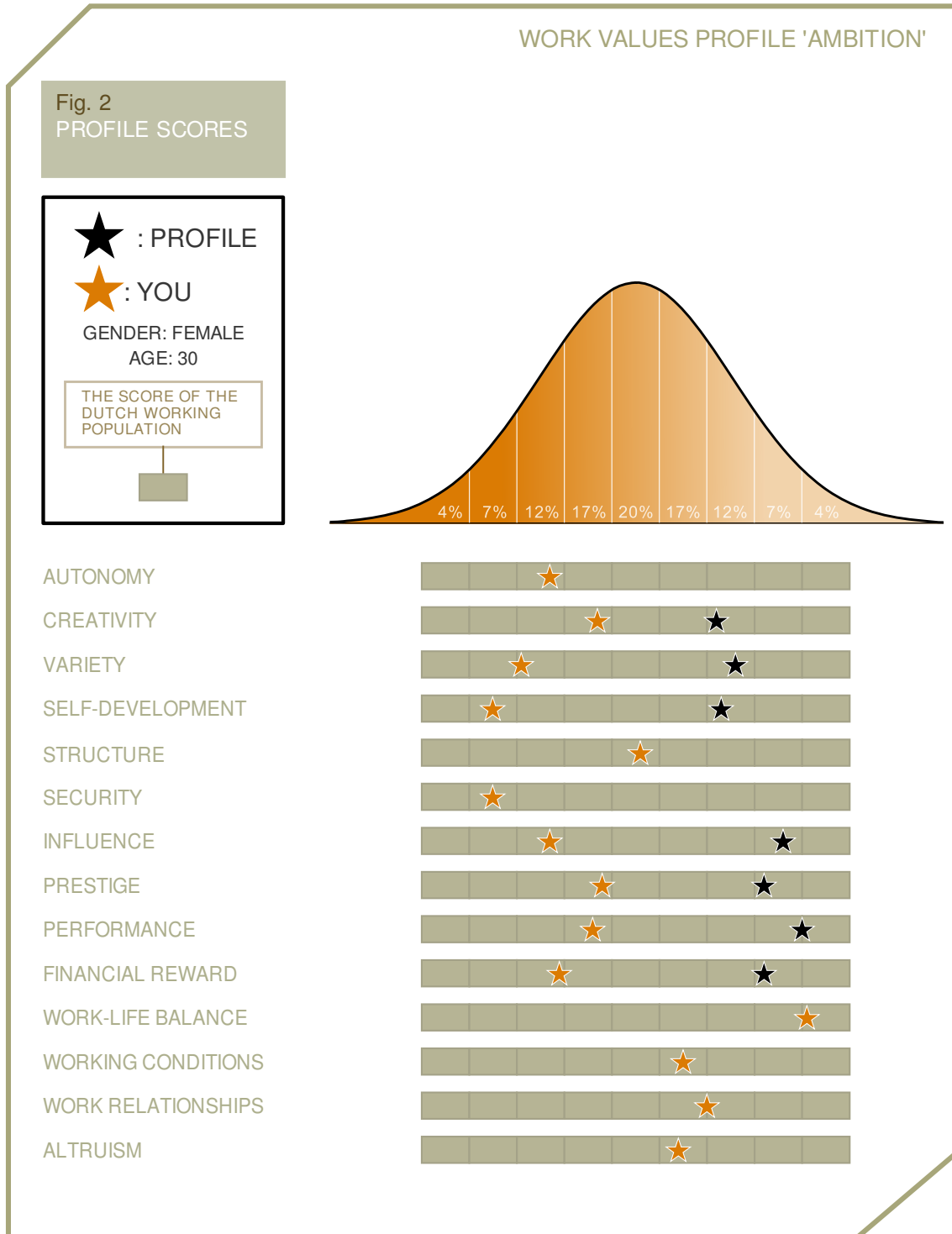
Scale	Stanine score
Work-life balance	9
Work relationships	7
Working conditions	6
Altruism	6
Structure	5
Prestige	4
Creativity	4
Performance	4
Financial reward	3
Autonomy	3
Influence	3
Variety	3
Security	2
Self-development	2

3.1 Typical value profiles

Although each person is a unique individual, meaning that any and every combination of scores will occur, there are values that are related to others, rendering profiles that are more common. Statistical analysis indicates that there are at least four distinguishable clusters of values that are more related to one another than to the other values. These clusters can be inconsequentially referred to as 'ambitious', 'independent', 'conventional' and 'people-minded'. With a bit of imagination, the clusters can be described as prototype value profiles. These profiles are briefly sketched below. For the record, the chance that one person specifically satisfies one of these profiles is minimal. Each person has a specific value pattern. It is therefore important for you to relate the various work values to which you assign much or only little importance to one another.
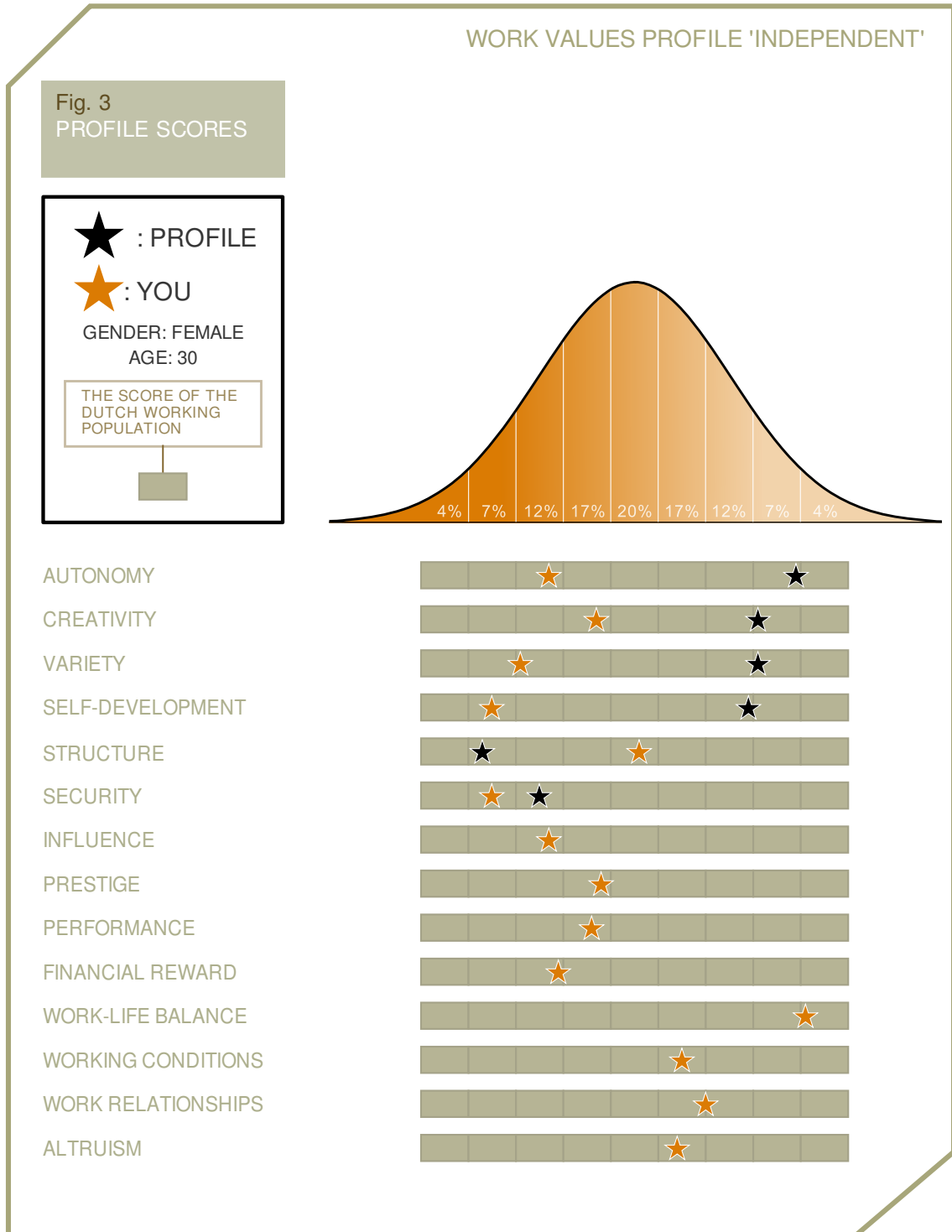
3.2 The 'ambition' profile

This profile is characterized by higher scores in the areas of Influence and Performance in particular, but also for Prestige and Financial reward. Values including Creativity, Variety and Self-development are assigned an importance in this profile that is above average.

WORK VALUES PROFILE 'AMBITION'

**Fig. 2
PROFILE SCORES**

★ : PROFILE

★ : YOU

GENDER: FEMALE
AGE: 30

THE SCORE OF THE DUTCH WORKING POPULATION

4% 7% 12% 17% 20% 17% 12% 7% 4%

AUTONOMY
CREATIVITY
VARIETY
SELF-DEVELOPMENT
STRUCTURE
SECURITY
INFLUENCE
PRESTIGE
PERFORMANCE
FINANCIAL REWARD
WORK-LIFE BALANCE
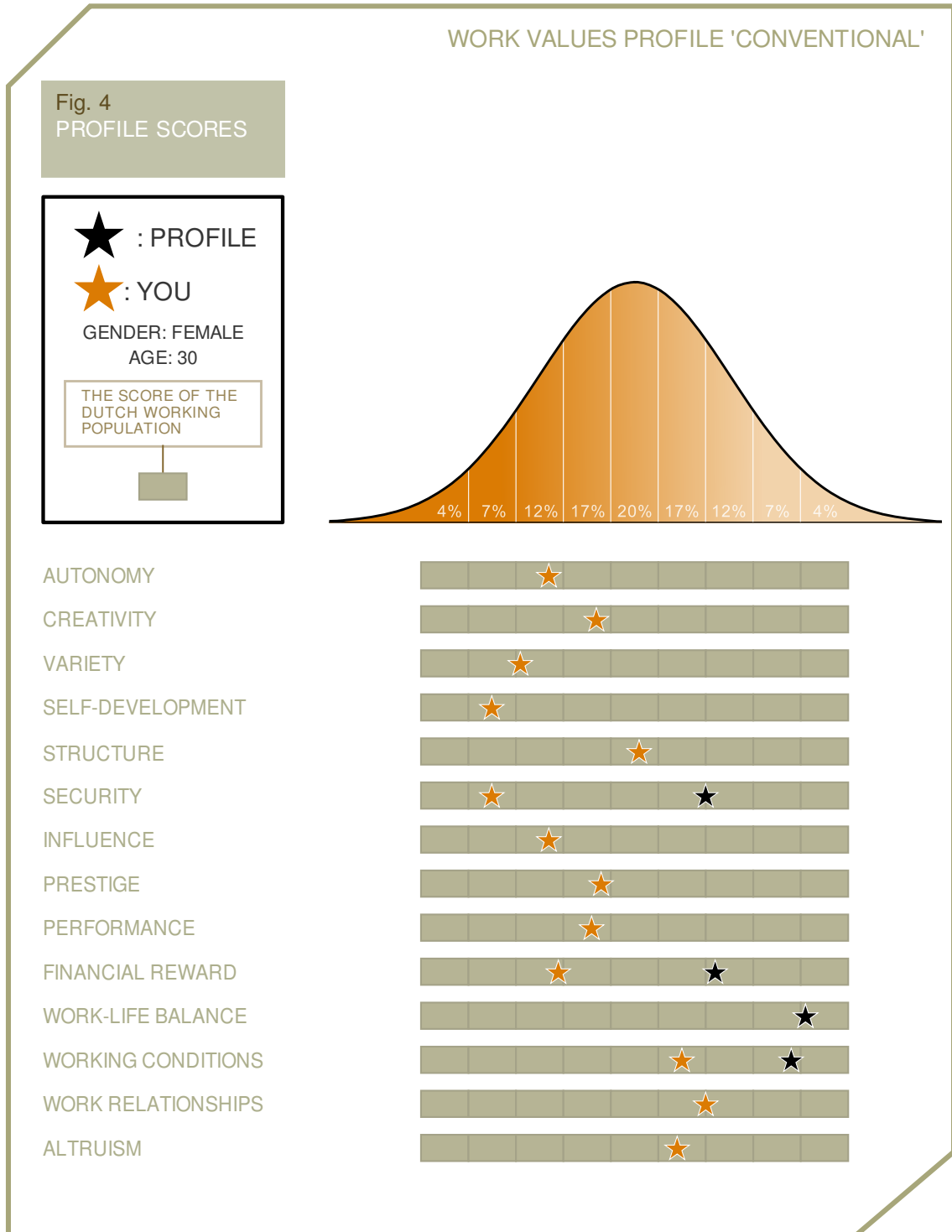WORKING CONDITIONS
WORK RELATIONSHIPS
ALTRUISM

3.3 The 'independent' profile

Autonomy is extremely important in this profile. By contrast, Structure and Security are considered unimportant. Creativity, Variety and Self-development are clearly considered more important than average in this profile.

WORK VALUES PROFILE 'INDEPENDENT'

Fig. 3
PROFILE SCORES

★ : PROFILE

★ : YOU

GENDER: FEMALE
AGE: 30

THE SCORE OF THE DUTCH WORKING POPULATION

4% 7% 12% 17% 20% 17% 12% 7% 4%

AUTONOMY
CREATIVITY
VARIETY
SELF-DEVELOPMENT
STRUCTURE
SECURITY
INFLUENCE
PRESTIGE
PERFORMANCE
FINANCIAL REWARD
WORK-LIFE BALANCE
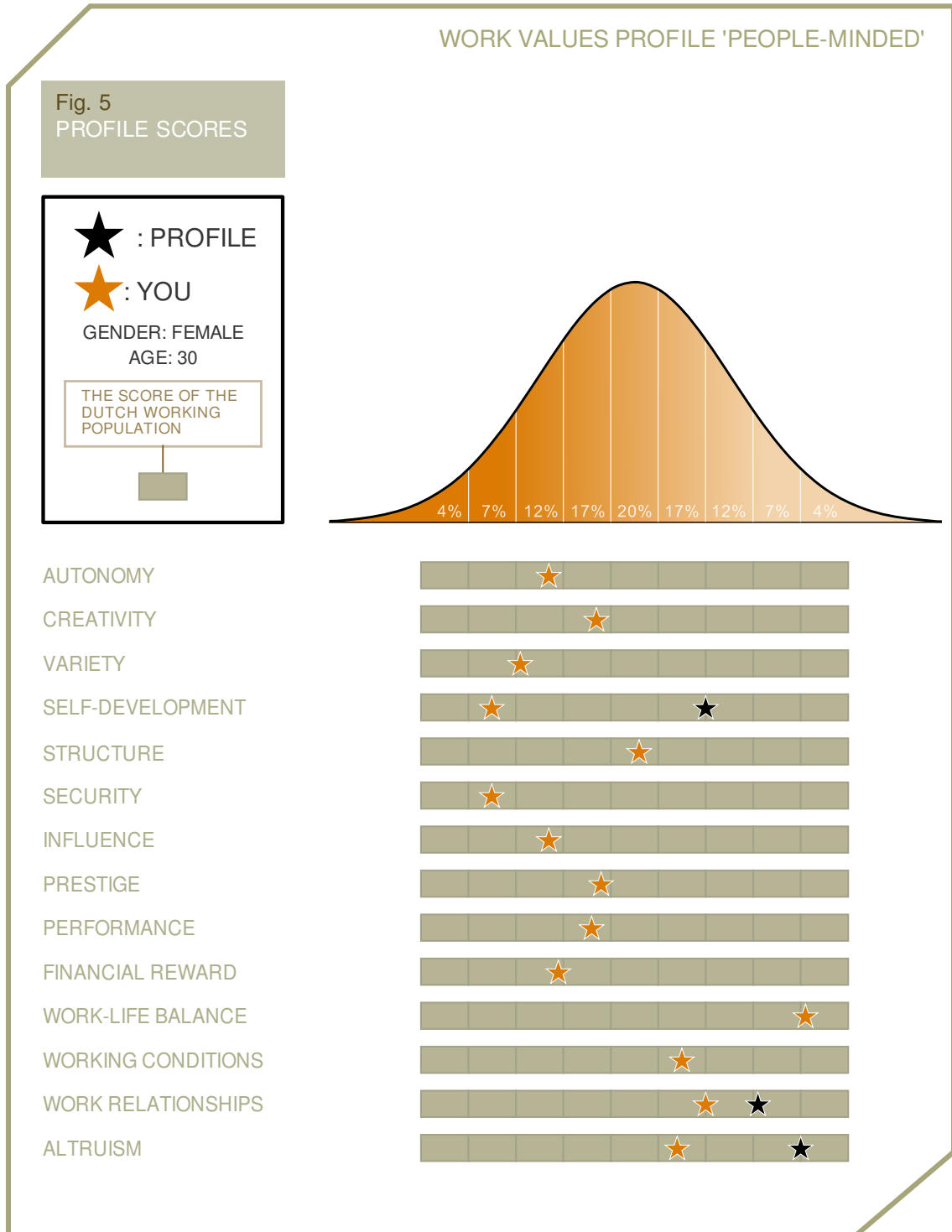WORKING CONDITIONS
WORK RELATIONSHIPS
ALTRUISM

3.4 The 'conventional' profile

Striking in this profile is the high score for Balance between work and private life, together with a higher score for Working conditions. Financial reward, Structure and Security are assigned above-average importance.

WORK VALUES PROFILE 'CONVENTIONAL'

Fig. 4
PROFILE SCORES

★ : PROFILE

★ : YOU

GENDER: FEMALE
AGE: 30

THE SCORE OF THE DUTCH WORKING POPULATION

4% 7% 12% 17% 20% 17% 12% 7% 4%

AUTONOMY
CREATIVITY
VARIETY
SELF-DEVELOPMENT
STRUCTURE
SECURITY
INFLUENCE
PRESTIGE
PERFORMANCE
FINANCIAL REWARD
WORK-LIFE BALANCE
WORKING CONDITIONS
WORK RELATIONSHIPS
ALTRUISM

3.5 The 'people-minded' profile

This profile consists of only three striking values. Most characteristic for this profile is the high score for Altruism combined with a higher score for Work relationships. There is also a good chance in this profile that the score for Self-development is above average.

WORK VALUES PROFILE 'PEOPLE-MINDED'

Fig. 5
PROFILE SCORES

★ : PROFILE

★ : YOU

GENDER: FEMALE
AGE: 30

THE SCORE OF THE DUTCH WORKING POPULATION

	4%	7%	12%	17%	20%	17%	12%	7%	4%

AUTONOMY

CREATIVITY

VARIETY

SELF-DEVELOPMENT

STRUCTURE

SECURITY

INFLUENCE

PRESTIGE

PERFORMANCE

FINANCIAL REWARD

WORK-LIFE BALANCE

WORKING CONDITIONS

WORK RELATIONSHIPS

ALTRUISM

4. Value patterns and professional interest

Preferences for specific values or certain value patterns predict professional interest. It has even been asserted that values are more accurate indicators than personality traits. Because the questions in the work value test all directly relate to work, the results can be directly translated into work situations. The degree to which a profession is in keeping with certain work values or value patterns, however, is not unambiguous. The specific characteristics of a profession and the precise working conditions under which the profession is practiced must be reviewed in more detail. An example can clarify this: A doctor working as a pathologist may find entirely different values important than a pediatric oncologist. A cardiologist may have chosen his profession based on a desire to help others or purely for the prestige and financial reward.

In general terms, the scientific literature says that a value such as Influence is related to enterprising professions and sales activities; values such as Altruism and Work relationships are related to social professions. The value Financial reward is probably a negative indicator for social professions.

A recent study has shown that Influence and Performance are related to managerial positions and that the people-minded profile described earlier may be related to social professions.

5. Work satisfaction and work values

In general, it would appear only logical that a good match between one's values and those of the work, environment or organization will bring satisfaction. In fact, there is proof that values are important when it comes to choosing the right education or job.

If a person feels that his or her values are in keeping with those of the organization in which s/he is employed, that person will be content and feel involved with the organization. At the same time, if your values are not well-matched to those of the organization, this may result in emotional and physical complaints, poor performance and even being fired. Specifically, the degree to which your values are in keeping with those of your immediate superior will also affect your work performance and job satisfaction.

6. Constancy of the importance of work values

Characteristic for work values is the fact that the importance they are assigned can vary. This is different for personality traits, which are considered to be constant. Values that are believed to be extremely important at the beginning of a career may later even be considered totally unimportant.

7. Values and corporate culture

Each and every organization has a specific corporate culture. It is possible to regard this culture as the common denominator between everyone in the company in terms of what day-to-day life is like. All kinds of rules, which are sometimes explicit but are often implicit too, govern the people's conduct towards one another as well as their conduct towards external partners (e.g. customers). The core of the corporate culture is usually formed by the prevalent values (including work values). Those values are often very explicit in the symbols, heroes, and rituals that a company might have.

7.1 Symbols and slogans

Companies often use symbols or catchy slogans or credos in order to turn their corporate culture into an image. An oft-cited example of this is Google's 'don't be evil', which it has used to carve out an amiable image that is friendly for customers as well as its own staff. Work values such as altruism, self-development, working conditions, and lifestyle, which you have gotten to know in this test, feature prominently.

7.2 Heroes

A special role is sometimes reserved for specific heroes. It is striking to look at the extent to which just one person or role model is determining culture, image, and the course of a company in some organizations. A clear example of this was Steve Jobs at Apple. When Steve was ill, the share price fell on the stock exchange. It will be evident that the dependence a company can have on a single hero entails a significant risk. The loss of such an individual can have unexpected and profound effects. On the other hand, such an individual can also foster business success by imposing his or her positive values on the organization. Steve Jobs more or less single-handedly ensured that Apple had a creative, innovative image.

7.3 Rituals and codes of conduct

Is having lunch together common practice in a company? Do you go and get a coffee for yourself alone, or are you actually obliged to get coffees for the entire department? Do you speak candidly with one another, do you chat, is there a dress-down Friday? Each company has its own codes of conduct and rituals. It is usually the case that these rules reflect the prevalent values and sometimes even directly reflect prevalent relationships as well. Consider in this regard a company ritual such as the director dressing up as Santa and choosing people from middle management to play the role of Santa's helpers. Other types of celebration and company outings can entail lots of rituals and strict rules in terms of behavior that need to be adhered to.

7.4 Resilience of corporate culture

Corporate culture is extremely persistent and very difficult to change. The culture pervades everything. The jargon, the software and products, the staff and even the customers. As well as in a company's history, such as it has been packaged in previous advertising campaigns, all documents and archives and in the international rules and regulations. Furthermore, it is often

the case that a proportion of the corporate culture is in turn anchored in the culture of the industry and the country in which the company is located. Relocating a company to another country, or even to another city, can therefore prove disastrous to a company. Often, these kinds of major change are deliberately chosen in order to change the corporate culture. Sometimes the entire complement of staff are replaced in order to introduce a new corporate culture. Usually without a clear result, as the culture is embedded in far more things than just the people.
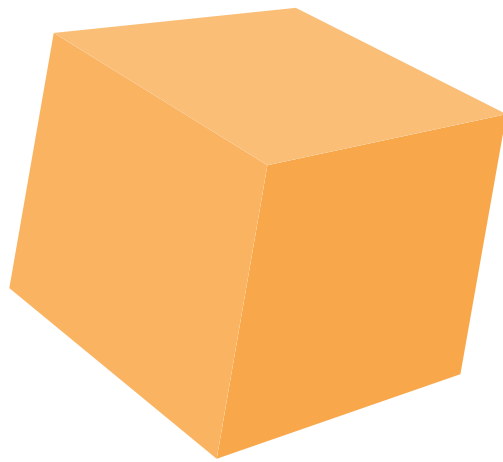
Do be aware that there is not really such a thing as the corporate culture. Although it is often the case that a company as a whole does indeed have a certain profile, it goes without saying that subcultures with their own values often exist within each and every organization. Stereotypically, you can expect creativity to be more pronounced within an R&D department than in the accounting department.

7.5 Match between your values and corporate culture

Due to the fact that values and corporate culture have such a marked influence on the extent to which you enjoy your work and thus on your success as well, it is extremely important to bear these factors in mind when looking for a job (or another job). In actual fact, it is imperative to have an adequate picture of these things prior to taking a position somewhere. Finding out what a company's values are is fairly straightforward. Texts advertising vacancies often present a profile of the company. Phrases used include things like 'our company is a flat organization with space for your personal development' or 'you will have ample organizational sensitivity'. Even just the level of formality in the way people address one another will give you some sense of the culture. In this regard, a more formal company will also seem a little more bureaucratic and hierarchical than a more informal one. It is also possible to garner a great deal of information on prevalent values within a company during the interview. For example, look at the clothes people are wearing and ask employees about their actual working hours. Ask questions like: 'Does everyone show up on time and is nobody leaving early? Do people take breaks too often or breaks that are too long and is this permitted?' Try to speak with a variety of people, especially the ones you would actually be working with. Ask about or watch how staff interact with one another. Are people walking straight past each other or do they greet one another cheerfully or even exuberantly? Are doors open and are people popping in to talk to one another spontaneously? You can also learn a lot from the communication you have with a company. Are the instances of communication you have with a company swift and correct? Or do you keep having to take the initiative, only to receive a wishy-washy confirmation containing typos? One really good tip is to read company information such as the staff magazine prior to the interview. Deliberately turn up early for this purpose. This will also give you an opportunity to sample the atmosphere.

8. Conclusion

This report has provided a comprehensive picture of the 14 fundamental work values that there are and how important each of these is to you personally. Being aware of what you genuinely consider to be important, as well as of what you regard as much less important, will enable you to estimate what type of work, what type of colleagues, and what type of managers best suit you. This could hugely enhance your job satisfaction. It will also enhance the probability of you being successful at your work. Do be aware that the corporate culture prevalent in your workplace can also have a marked influence on the extent to which you enjoy your work there!

(Jouw bedrijfsnaam hier)