COMPMETRICA®

ORGANIZATIONAL

INDIVIDUAL REPORT

Candidate:

Participant, John

Evaluation date:

2020/08/17

Organization:

Organizational Values Test

GENERAL PROFILE

Descriptive Data

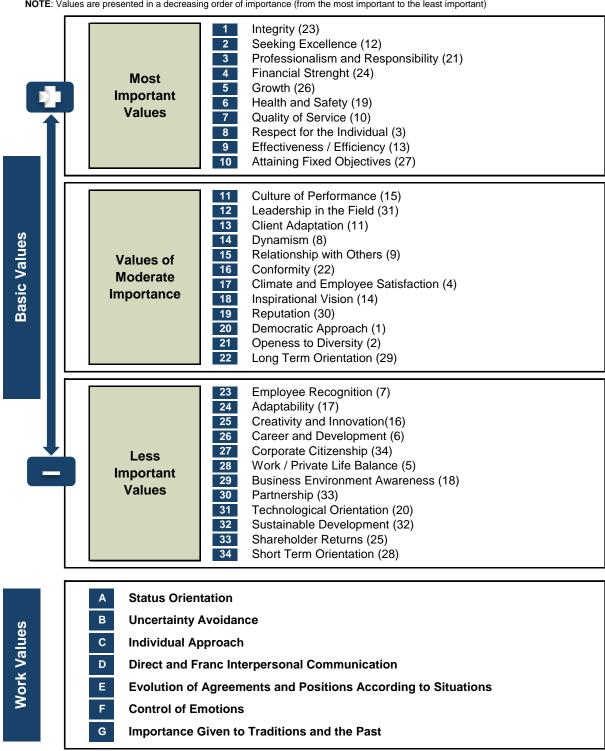| Name of the Participant:	Participant, John
Name of the Organization:	
Activity Sector:	
Activity Sub-Sector:	

Results Presented

The Organizational Values Test (OVT) identifies which values are the most important to an individual, an organization or even a section of an organization (management committee, department, unit, etc.). Two types of values are identified: those considered to be "basic" and those that are closely linked to "work values".

This report describes what a participant thinks should be the most important values for an organization as a whole. According to this participant, these values should influence decisions, goal setting, and investments made in material and human resources.

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A - Importance of the Values

NOTE: Values are presented in a decreasing order of importance (from the most important to the least important)

Basic Values

Most Important Values

#	Value
1	Integrity (23)
2	Seeking Excellence (12)
3	Professionalism and Responsibility (21)
4	Financial Strenght (24)
5	Growth (26)
6	Health and Safety (19)
7	Quality of Service (10)
8	Respect for the Individual (3)
9	Effectiveness / Efficiency (13)
10	Attaining Fixed Objectives (27)

Values of Moderate Importance

#	Value
11	Culture of Performance (15)
12	Leadership in the Field (31)
13	Client Adaptation (11)
14	Dynamism (8)
15	Relationship with Others (9)
16	Conformity (22)
17	Climate and Employee Satisfaction (4)
18	Inspirational Vision (14)
19	Reputation (30)
20	Democratic Approach (1)
21	Openess to Diversity (2)
22	Long Term Orientation (29)

Less Important Values

#	Value
23	Employee Recognition (7)
24	Adaptability (17)
25	Creativity and Innovation(16)
26	Career and Development (6)
27	Corporate Citizenship (34)
28	Work / Private Life Balance (5)
29	Business Environment Awareness (18)
30	Partnership (33)
31	Technological Orientation (20)
32	Sustainable Development (32)
33	Shareholder Returns (25)
34	Short Term Orientation (28)

Work Values

A	**Status Orientation**
B	**Uncertainty Avoidance**
C	**Individual Approach**
D	**Direct and Franc Interpersonal Communication**
E	**Evolution of Agreements and Positions According to Situations**
F	**Control of Emotions**
G	**Importance Given to Traditions and the Past**

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B - Distribution of the Values (by categories)

	#	Values	Less important	Moderate Importance	High Importance	Rank
Fundamental Beliefs	1	Democratic Approach		■		20
	2	Openness to Diversity		■		21
	3	Respect for the Individual			▬	8
Concerns Regarding Employees	4	Climate and Employee Satisfaction		■		17
	5	Work-Private Life Balance	▬			28
	6	Career and Development	▬			26
	7	Employee Recognition	▬			23
Human Qualities	8	Dynamism		■		14
	9	Relationships with Others		■		15
Concerns Regarding Clients	10	Quality of Service			▬	7
	11	Client Adaptation		■		13
Excellence of the Organizational Processes	12	Seeking Excellence			▬	2
	13	Effectiveness / Efficiency			▬	9
	14	Inspirational Vision		■		18
	15	Culture of Performance		■		11
	16	Creativity and Innovation	▬			25
	17	Adaptability	▬			24
	18	Business Environment Awareness	▬			29
	19	Health and Safety			▬	6
	20	Technological Orientation	▬			31
Conformity	21	Professionalism and Responsibility			▬	3
	22	Conformity		■		16
	23	Integrity			▬	1
Result Orientation	24	Financial Strenght			▬	4
	25	Shareholder Returns	▬			33
	26	Growth			▬	5
	27	Attaining Fixed Objectives			▬	10
	28	Short Term Orientation	▬			34
	29	Long Term Orientation		■		22
External Impacts	30	Reputation		■		19
	31	Leadership in the Field		■		12
	32	Sustainable Development	▬			32
	33	Partnership	▬			30
	34	Corporate Citizenship	▬			27

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Appendix - Definition of the Values

Basic Values

A- Fundamental Beliefs

1	Democratic Approach	Important decisions are made democratically by members of the organization.	20
2	Openess to Diversity	Demonstrate openness to the diversity of ideas, cultures, and ways of doing things.	21
3	Respect for the Individual	Emphasize respect for others, including their dignity, privacy, and any other fundamental rights.	8

B- Concerns Regarding Employees

4	Climate and Employee Satisfaction	Ensure a positive work climate and aim for employee satisfaction.	17
5	Work / Private Life Balance	Foster a healthy balance between employees' work obligations and their private life needs.	28
6	Career and Development	Foster the career and professional development of employees.	26
7	Employee Recognition	Reward deserving employees, award competitive bonuses and adopt a performance-based approach.	23

C- Human Qualities

| 8 | Dynamism | Emphasize the display of dynamism and personal commitment when performing tasks and work duties. | 14 |
| 9 | Relationship with Others | Encourage positive relationships based on trust, transparency, and open communication. | 15 |

D- Concerns Regarding Clients

| 10 | Quality of Service | Put the client first and provide quality services and products to maintain client loyalty. | 7 |
| 11 | Client Adaptation | Listen to clients, anticipate and adapt to their needs, and take necessary corrective actions. | 13 |

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E- Excellence of the Organizational Processes

12	Seeking Excellence	Aim for excellence by setting high standards and continuously improving processes.	2
13	Effectiveness / Efficiency	Ensure that all processes are effective and efficient, including the flow of information and rhythm of work.	9
14	Inspirational Vision	Create and maintain an organizational vision and internal leadership that inspire employees.	18
15	Culture of Performance	Implement a work culture based on self-fulfillment and performance.	11
16	Creativity and Innovation	Encourage creativity, innovation, and entrepreneurship in the organization.	25
17	Adaptability	Ensure that the organization and its employees adapt to internal and external changes.	24
18	Business Environment Awareness	Understand the environment, keep abreast of trends, and aim to become a learning organization.	29
19	Health and Safety	Create a work environment that promotes employee health and safety.	6
20	Technological Orientation	Invest and strive to be at the forefront of technological changes.	31

F- Conformity

21	Professionalism and Responsibility	Encourage employees to act in a professional manner, demonstrating a sense of responsibility and personal discipline.	3
22	Conformity	Emphasize the importance of being thorough and respect regulations and procedures at all times to ensure a high level of conformity.	16
23	Integrity	Relationships, actions, and decisions should be handled with integrity, honesty, and fairness.	1

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G- Result Orientation

24	Financial Strenght	Manage financial resources carefully to guarantee the organization's economic stability.	4
25	Shareholder Returns	Enhance organizational performance to maximize the earnings of shareholders.	33
26	Growth	Aim for steady growth of the organization.	5
27	Attaining Fixed Objectives	Invest in those efforts required to attain fixed objectives and target results.	10
28	Short Term Orientation	Give a lot of importance to the short term impact of decisions.	34
29	Long Term Orientation	Give a lot of importance to the long term impact of decisions.	22

H- External Impacts

30	Reputation	Uphold an enviable reputation among clients, suppliers, partners, and the community.	19
31	Leadership in the Field	Be recognized as a leading and model organization in the main area of activity.	12
32	Sustainable Development	Implement actions to ensure environmental protection and sustainable development.	32
33	Partnership	Promote a partnership approach with service suppliers, employees, clients, and peers.	30
34	Corporate Citizenship	Be a good corporate citizen by respecting legislation, creating employment, promoting cooperation, and participating in community development.	27

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Work Values

A- Relations with Authority

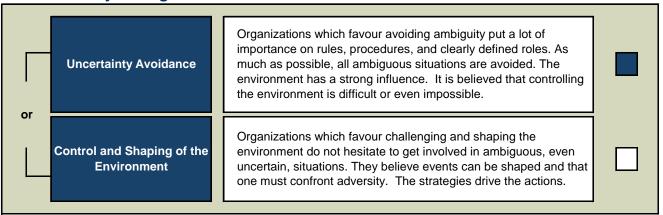| Status Orientation	Organizations which favour status orientation put a lot of importance on hierarchy, obedience, and respect toward the superior. Employees have limited decision-making discretion given that all the important decisions are taken by management.	■
or Competency Orientation	Organizations which favour competency orientation put a lot of importance on equality and employees' involvement. Status corresponds to an individual's level of competency. Employees are accountable for their actions and have a great deal of decision-making autonomy.	☐

B- Uncertainty Management

Uncertainty Avoidance	Organizations which favour avoiding ambiguity put a lot of importance on rules, procedures, and clearly defined roles. As much as possible, all ambiguous situations are avoided. The environment has a strong influence. It is believed that controlling the environment is difficult or even impossible.	■
or Control and Shaping of the Environment	Organizations which favour challenging and shaping the environment do not hesitate to get involved in ambiguous, even uncertain, situations. They believe events can be shaped and that one must confront adversity. The strategies drive the actions.	☐

C- Social Relations

Group compliance and Cohesion	Organizations which favour group compliance and cohesion take charge of their members. The social links are based on altruism, sharing, and loyalty. Collaboration among employees and team cohesion are valued. Compliance is essential to good operations and criticizing the way things are done is not accepted.	☐
or Individual Approach	Organizations which favour an individual approach allow individuals to be responsible for themselves. The rules and procedures are guidelines rather than constraints. Employees can criticize the organization if they are dissatisfied or value a different point of view. Individual work is favoured.	■

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D- Interpersonal Communications

Diplomatic Interpersonal Communication	Organizations which favour diplomatic interpersonal communications promote modesty and humility in interpersonal exchanges. Interactions between employees are based on tact and diplomacy. People are perceived as a "whole" and it is inappropriate to criticize them directly.	☐
Direct and Frank Interpersonal Communication	Organizations which favour direct interpersonal communications promote franc exchanges. Self-confidence is valued and messages are transparent, clear, and direct, even when they are negative. People are seen as having several roles (employee, father/mother, friend, etc.) which are independant from one another.	◼

or

E- Agreement Management

Evolution of Agreements and Positions According to Situations	Organizations which favour evolution in the agreements and positions according to the situation believe that contracts evolve and must be modified based on the circumstances. The perception of reality and truth varies according to people and situations.	◼
Unconditional Compliance with Agreements and Sharing of a Common Truth	Organizations which favour unconditional compliance with agreements and the sharing of common truth believe that contracts are unalterable. They represent commitments that must be respected, whichever way a situation may evolve. They believe that there is only one truth for all and that it is the foundation of a common understanding.	☐

or

F- Expression of Emotions

Expression of Emotions	Organizations that share this value understand that the expression of emotions is normal and that it's part of any human relations. Expressing emotions through gestures and mimics are common and are part of any communication and problem solving activity. Lively exchanges are sought after.	☐
Control of Emotions	Organizations that share this value promote courteous exchanges in which emotions have little place. They value people who control their emotions and communicate in a neutral fashion. Exchanges are rarely lively.	◼

or

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G- Time Notion

Importance Given to Traditions and the Past	Organizations which put a lot of emphasis on past value traditions as well as their history and origins. Several activities are carried out simultaneously without any clear sequence being set. Compliance with appointments and deadlines is not compulsery and personal concerns take precedence over organizational constraints.	■
Importance Given to the Future	Organizations which put a lot of emphasis on the future value opportunities and future perspectives. Activities are carried out in sequence according to a well established plan. Compliance with appointments and deadlines is fundamental and organizational constraints take precedence over personal needs.	☐

or