



# Integrative Work Value Scale

## Interpretive Report

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### Information on the candidate

Result for: John Smith

Sex: Male

Age: 30

Date of report: 2023-03-30



## Information on the person being evaluated

Name: John Smith  
Sex: Male  
Age: 30  
Date of report: 2023-03-30  
Name of the organization: Interpreto - Convention BBB/ENTREP\_Interpreto/aucun  
Standard: Male, Adulte

## Information about this report

The following report is intended to provide information about 12 work values, as well as the three broad dimensions of work values. In addition, a hierarchy of work values is provided at the end. The TVIS was developed, validated, and standardized using a sample of adults from the Quebec population. The results presented here should be integrated with all other relevant sources of information before making professional decisions about the individual being assessed. Decisions should never be based solely on the information contained in this report. The results presented are based on the responses provided by the individuals being assessed. They do not take into account contextual elements specific to the person that could help to qualify or clarify them. This report is confidential and is intended for use by qualified professionals only. When communicating the results to the person being assessed, it is recommended that an individualized interpretation be made by a qualified professional.

## Duration of the results' validity

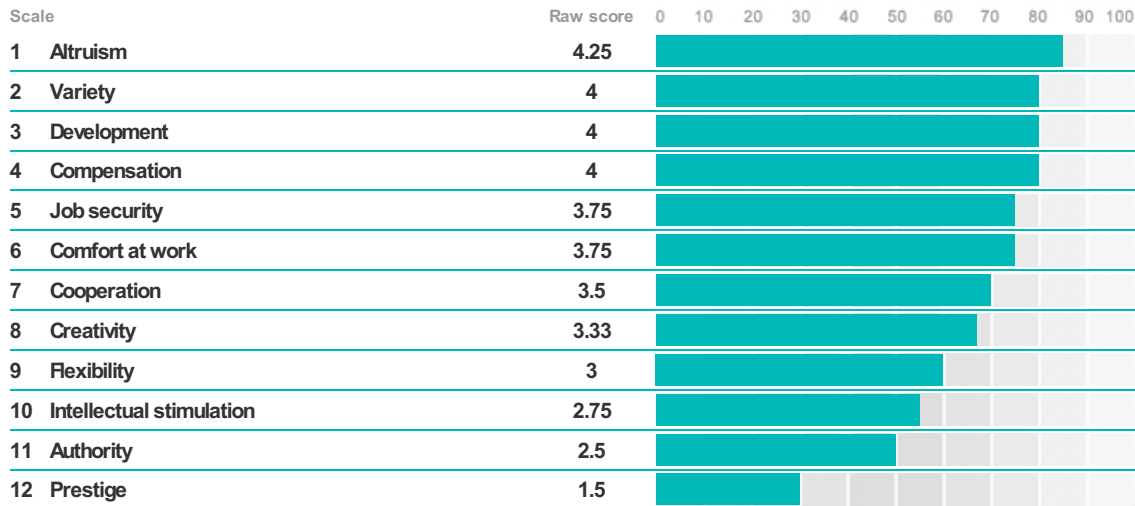
« From the thirties onwards and during all adulthood, changes rarely occur when it comes to personality. Those changes occur slower and are generally more moderate than before. Taking in consideration the candidate's age, the results in this report can be considered as valid for a few years. However, significant life events can lead to more meaningful changes of personality, in which case a new evaluation is recommended. »

## Validity indexes

4,00 % 1 : Not important at all to me  
12,00 % 2 : Not important to me  
28,00 % 3 : Moderately important to me  
44,00 % 4 : Important to me  
4,00 % 5 : Very important to me

## Work value hierarchy

The figure below shows your value hierarchy, that is, the ranking in order of importance of all your work values according to the scores you obtained. Unlike the other results in this report, these are not compared with the normative sample. Furthermore, the positioning of a work value in your hierarchy does not allow you to evaluate its level of importance in absolute terms. For example, a person who places high importance on all work values will inevitably have some of their important work values ranked lower because the values are ranked in order of importance.

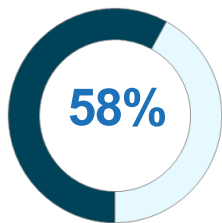


# Interpretation of work value scores

Work values are defined as beliefs that are specific to the work context and that serve as criteria for assessing what a person wants in a job and work environment. They are beliefs expressed by the phrase "It is important to me to ... ." The more important a work value is to a person, the more decisions and behaviours a person will make that are consistent with that value.

Work value scores are positioned relative to the average of the normative sample. A high or very high score means that the person places a higher importance on that work value than the average person in the normative sample, while a low or very low score indicates that the person places a lower importance on that work value.

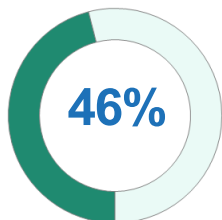
Scale	Raw score	T-score	Percentile	0	10	20	30	40	50	60	70	80	90	100			
1 Altruism	4.25	57	76														
2 Variety	4	56	73														
3 Development	4	53	62														
4 Cooperation	3.5	52	58														
5 Compensation	4	52	58														
6 Flexibility	3	49	46														
7 Authority	2.5	49	46														
8 Creativity	3.33	48	42														
9 Comfort at work	3.75	48	42														
10 Job security	3.75	47	38														
11 Intellectual stimulation	2.75	44	27														
12 Prestige	1.5	39	14														



## Intrinsic

Medium

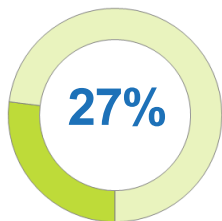
This person places moderate importance on work values where the source of satisfaction is inherent in the tasks performed. They also place moderate importance on the nature of their tasks at work because they find satisfaction and meaning in them. When they must make decisions related to their career, they will give some consideration to the tasks or mandates to be accomplished.



## Extrinsic

Medium

This person places moderate importance on work values where the source of satisfaction comes from the work conditions. When making career decisions, this person will give some consideration to the working conditions associated with each option because these may be a source of satisfaction for them.



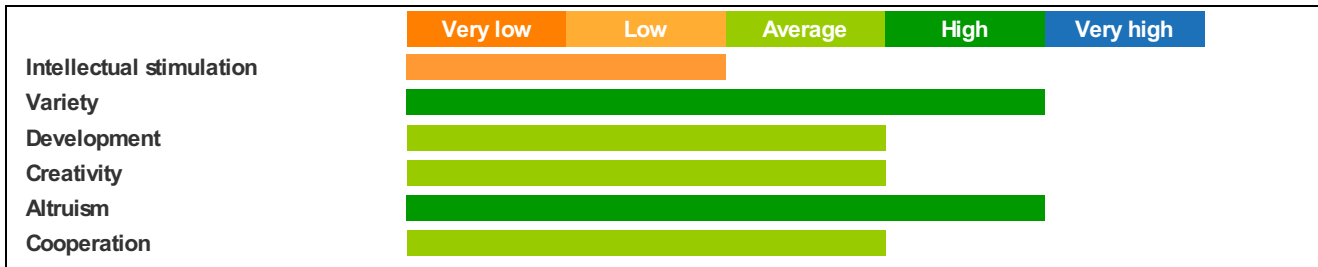
## Status

Low

This person places little importance on work values where the source of satisfaction comes from personal success and being in a leadership position. They are below average in the importance they place on having their work situation valued and admired by others. When making career-related decisions, they will give little consideration to options that allow them to be valued, to exercise power, and to have high status because these are not significant sources of satisfaction and meaning for them.

# Description of work values

## Intrinsic work values



### Intellectual stimulation

This person places little value on intellectual stimulation and the ability to solve complex problems in their work activities. For this person, it is important that their work does not require sustained cognitive effort to complete their tasks. At work, they do not particularly seek out situations where they must face challenges and find solutions that require thinking.

### Variety

This person places a high value on having diverse tasks at work. For this person, work should not be routine. As much as possible, each workday would be different. They are most comfortable in jobs that allow them to be in new situations.

### Development

This person places moderate importance on the opportunity to develop skills at work. Like most people, they want their job to provide learning experiences where they can learn from their mistakes and get feedback. This person is average in their desire to participate in activities that will allow them to develop to their full potential, such as mentoring, coaching or continuing education.

### Creativity

This person places moderate importance on being able to express creativity and be innovative in planning and completing tasks. They are average in their desire to experiment with new ways of doing things at work. Although they may occasionally enjoy implementing new solutions and creating or designing works, objects, or projects, they may also be satisfied with following previously established procedures to solve a problem.

### Altruism

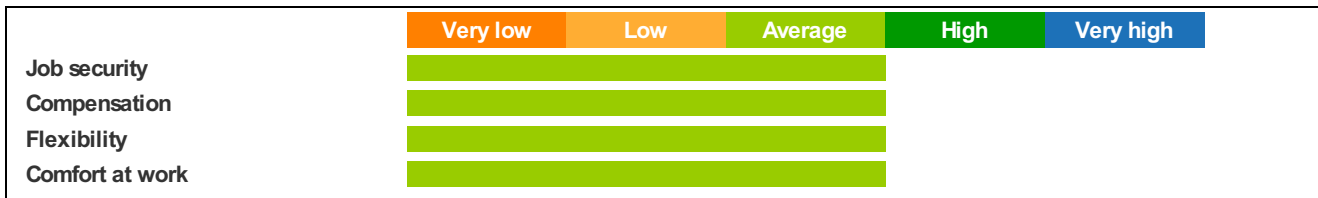
This person places a high value on offering help, being of service, and promoting the well-being of others in the course of their work activities. It is important to them that their work allows them to make a contribution to society.

### Cooperation

This person places moderate importance on teamwork and collaboration among colleagues to accomplish work tasks. Although they may feel comfortable in a supportive and cooperative work environment, they may also feel comfortable in a work environment that requires individual work or encourages competition.

# Description of work values

## Extrinsic work values



### Job security

This person places moderate importance on job security and the possibility of having some short- and long-term stability. They place moderate importance on the prospect of their job leading to a permanent position or a good retirement plan. Job and financial stability and security are, to some degree, important to them.

### Compensation

This person places moderate importance on having a high income and being financially comfortable. This concern for income is comparable to the average. Without making it a priority, this person places some importance on earning a high income and being able to achieve a level of affluence that allows them to support themselves and their loved ones.

### Flexibility

This person places moderate importance on being able to arrange one's work schedule and having flexibility in choosing one's work location (e.g., by telecommuting).

### Comfort at work

This person places moderate importance on working in an environment that is comfortable and sheltered from the elements. They place a moderate level of importance on working in an environment that is well lit, clean, and safe.

## Status-related work values



### Authority

This person places moderate importance on being in a position of authority at work. They are not particularly interested in having power over the planning and organization of others' tasks and in providing leadership in their jobs.

### Prestige

This person places a low value on professional prestige, especially as it relates to their position and organization. Compared with the average person, it is not important for them to be admired by others and to be known for their work.

## Score's summary

The tables below present the results for the three dimensions of work values. Each of these dimensions is further broken down into more specific work values, the results of which are presented below. For each of these scales, the raw scores, T-scores, and percentile ranks are presented. T-scores and percentile ranks are calculated compared with a normative Quebec sample.

### Scale results

Scale	Raw score	T-score	Percentile	0	10	20	30	40	50	60	70	80	90	100
1 (Int) Intrinsic	3.65	52	58											
2 (Ext) Extrinsic	3.62	49	46											
3 (Sta) Status	2	44	27											

### Facet's scale

#### Intrinsic facets

Scale	Raw score	T-score	Percentile	0	10	20	30	40	50	60	70	80	90	100
1 (Int1) Intellectual stimulation	2.75	44	27											
2 (Int2) Variety	4	56	73											
3 (Int3) Development	4	53	62											
4 (Int4) Creativity	3.33	48	42											
5 (Int5) Altruism	4.25	57	76											
6 (Int6) Cooperation	3.5	52	58											

#### Extrinsic facets

Scale	Raw score	T-score	Percentile	0	10	20	30	40	50	60	70	80	90	100
1 (Ext1) Job security	3.75	47	38											
2 (Ext2) Compensation	4	52	58											
3 (Ext3) Flexibility	3	49	46											
4 (Ext4) Comfort at work	3.75	48	42											

#### Status facets

Scale	Raw score	T-score	Percentile	0	10	20	30	40	50	60	70	80	90	100
1 (Sta1) Authority	2.5	49	46											
3 (Sta3) Prestige	1.5	39	14											

## Answers from:

Subject: John Smith

1-20: 3 5 4 3 4 4 4 4 3 3 4 3 5 4 3 4 3 4 4 4  
 21-40: 2 3 4 3 4 4 2 4 4 4 2 2 3 2 3 2 4 3 4  
 41-60: 3 1 3 4 1 4 4