



GENERAL INFORMATION

OBJECTIVE

Provide instant insight into the main values of the person being evaluated.

CONTEXT

Selection or preselection
Organizational development
Career management

TARGET CLIENTELE

18 years and older, all work environments

FORMAT

47 multiple choice questions

DURATION

15 minutes (untimed)

COST

50 \$

LANGUAGES AVAILABLE

French
English

IWVS TEST - INTEGRATIVE WORK VALUE SCALE

The IWVS is a psychometric test that provides an overview of the degree of importance given by an individual to a series of 12 values related to work life. The online test also positions the person being evaluated according to three major dimensions of work values: intrinsic (related to tasks and mandates), extrinsic (related to working conditions) and status (related to success and leadership position).

DIMENSIONS ASSESSED

- ▶ Intellectual stimulation
- ▶ Variety
- ▶ Development
- ▶ Creativity
- ▶ Altruism
- ▶ Cooperation
- ▶ Job security
- ▶ Compensation
- ▶ Flexibility
- ▶ Comfort at work
- ▶ Authority
- ▶ Prestige
- ▶ Intrinsic
- ▶ Extrinsic
- ▶ Status

ADVANTAGES

- ▶ Complete autonomy on Interpreto's user-friendly platform for test administration and report management.
- ▶ Report generated instantly as soon as the candidate completes the test.
- ▶ The results report provides both the degree of absolute importance of each value to the individual being evaluated, as well as its relative importance to the comparison group.

PSYCHOMETRIC QUALITIES

- ▶ Norms: The IWVS was validated in 2022 with a normative sample of 479 Quebec adults.
- ▶ Fidelity: The internal consistency of the value scales and value categories (based on Cronbach's alpha coefficients) ranges from 0.73 to 0.94.
- ▶ Validity: The factor loadings of the twelve values on the three dimensions ranged from 0.40 to 0.92 (structural validity).