

- SELECT
- DEVELOP
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HOGAN *DEVELOP*

COMPASS

OCCUPATIONAL SIGNIFICANCE OF CORE VALUES

Report for : Report Sample

ID: HC788088

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INTRODUCTION

Core Values

People's values define their identities—people's values reflect who they are at a deep and sometimes unconscious level. People are often unaware of their values and are often unable to spell them out completely. Nonetheless, they influence people's lives in important ways. Their values shape their philosophy of life, their choice of friends, and how they spend their spare time. People's values also influence their choice of jobs and careers. People like others who share their values and prefer to work in jobs that support their values.

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Uses of this Report

The Career Compass is based on the Motives, Values, Preferences Inventory (MVPI), a measure of the ten core values found in most cultures throughout history. The Career Compass provides feedback on three important topics. First, it clarifies a person's values, and that is an important part of any person's development. Second, it contains information regarding the fit between a person's values and various occupations and organisational cultures. No matter how talented people may be, if their values are not consistent with the demands of their occupation or current organisational culture, they won't be very happy or successful—and people often choose jobs and careers without considering the values issue. And third, the report describes the kind of people with whom a person will comfortably work and live—because people like others who share their values and dislike people who don't share them.

Reading this Report

This report is based on a person's scores on ten core values which are organised in four clusters. The next page defines the core values and how they cluster. The following pages provide some values clarification, and interpret the significance of a person's values profile for their career and relations with others. The last page contains a graph of the person's values profile.



DEFINING CORE VALUES

Cluster I: Status Interests

Recognition

Wanting to stand out and be noticed, and dreaming of fame and success.

Power

Wanting to be successful, to make an impact, and to create a legacy.

Hedonism

Wanting to have fun and enjoy the fruits of one's success.

Cluster II: Social Interests

Altruistic

Wanting to help the needy and powerless and improve society.

Affiliation

Wanting to be part of a group and seeking social stimulation.

Tradition

Believing in family values and endorsing socially approved behaviour.

Cluster III: Financial Interests

Security

Wanting occupational and financial safety and avoiding risk.

Commerce

Wanting financial success and seeking business opportunities.

Cluster IV: Decision Making Style

Aesthetics

Wanting to be stylish and fashionable and being concerned about appearances.

Science

Wanting to solve problems and make decisions based on data.



INTERPRETING MR. SAMPLE'S VALUES PROFILE

I. VALUES CLARIFICATION

Status Interests

Although Mr. Sample may not actively advertise his accomplishments, he definitely appreciates positive feedback on his work and may even enjoy showing off a little bit now and then. He will enjoy working on high profile projects, but won't enjoy the criticism that sometimes comes with that work. Mr. Sample is keenly interested in career advancement, evaluates himself in terms of what he has accomplished, hates wasting time, wants to make an impact on his organisation and profession, and thinks strategically about how to make a difference. He doesn't mind competition, conflict, or disagreement, and is willing to challenge others, including superiors, when he thinks they are wrong. Moreover Mr. Sample should like to host and entertain clients and knows how to have a good time. Nonetheless, he knows when it's time to work and when it's time to play; he takes his work seriously and dislikes having it criticised.

Social Interests

Mr. Sample enjoys advising, assisting, and encouraging others, likes teaching, and seems to be a natural coach and mentor. He also thinks it is important to pay attention to the morale of the "little people" by communicating with them regularly, listening to their issues, and encouraging and supporting their efforts. He is also open and willing to listen to criticism and feedback concerning his performance. Moreover, Mr. Sample enjoys meeting new people, likes to work as part of a team, and may not like to work by himself. He enjoys networking, building relationships, reaching out and communicating with others, and renewing old acquaintances, and probably belongs to one or more community organisations and political or professional societies--because he enjoys group associations. Finally, he seems to respect the need for change and diversity on the one hand, and stability and uniformity on the other. He is neither strongly flexible nor set in his ways; he seems to have a natural taste for moderate attitudes and understands that compromise is often necessary. He values the lessons of the past but is also willing to experiment for the future.

Financial Interests

Mr. Sample is concerned about safety and job security, and dislikes risk, uncertainty, and making unnecessary mistakes. He likes others to spell out their expectations and make their performance standards explicit. He would rather be safe than sorry, which means that he will take few unnecessary chances, and usually try to minimise his exposure to risk. In addition, he seems to have a mature attitude toward money; although he understands its importance, he is not preoccupied by financial matters. He occasionally considers his income potential, but he also takes pride in other matters such as family, friends, and leisure time activities.

**Decision Making Style**

Mr. Sample seems to strike a balance between form and function in decision making. He values taste and style but also admires reliable and efficient performance; that is, he understands the trade-off between elegant appearance and durable performance and uses the distinction when making decisions. Finally, he seems to enjoy solving problems, analysing issues, and understanding what is going on in the world around him. He persists in pursuing problems and examining mistakes until an issue is resolved, and dislikes making decisions without examining the relevant facts — he prefers to make decisions based on data rather than intuition. Others may describe him as bright, critical, and intolerant of hypocrisy and muddled thinking—his challenging intellectual style may have consequences for his performance as a leader.



INTERPRETING MR. SAMPLE'S VALUES PROFILE

II. HELPFUL CAREER TIPS

Drivers

Mr. Sample will like work that requires analysing data, solving problems, and making decisions based on research and other facts. He will be less comfortable in jobs that require making rapid fire and intuitive decisions with little time for reflection and analysis, and where the views of senior people can never be examined. These values are consistent with a career in any area of science or engineering. He needs to remember that others may sometimes be annoyed with his challenging intellectual style, willingness to question others' decisions, and total recall of their bad ones. Another important feature of his ideal job is the ability to make a contribution and have an impact on the organisation, and possibly create a successful legacy. Conversely, he will be restless in custodial jobs that involve maintaining the status quo, and where there are no chances for significant advancement. He will be most happy working in sales or management positions in a culture where there is an orientation toward results and a bias toward action. He needs to be careful not to criticise others who are less action oriented and intense about their work. Moreover, he would prefer a job that involves helping, teaching, supporting, and encouraging others, especially those who seem most to need help. He will not enjoy work that focuses on holding people accountable for their performance. He will be uncomfortable working in organisations that ignore issues of staff morale. Persons with these values enjoy working in teaching, human resources, customer service, and health care. His genuine concern for others may lead him to ignore his own best interests at work.

Careers

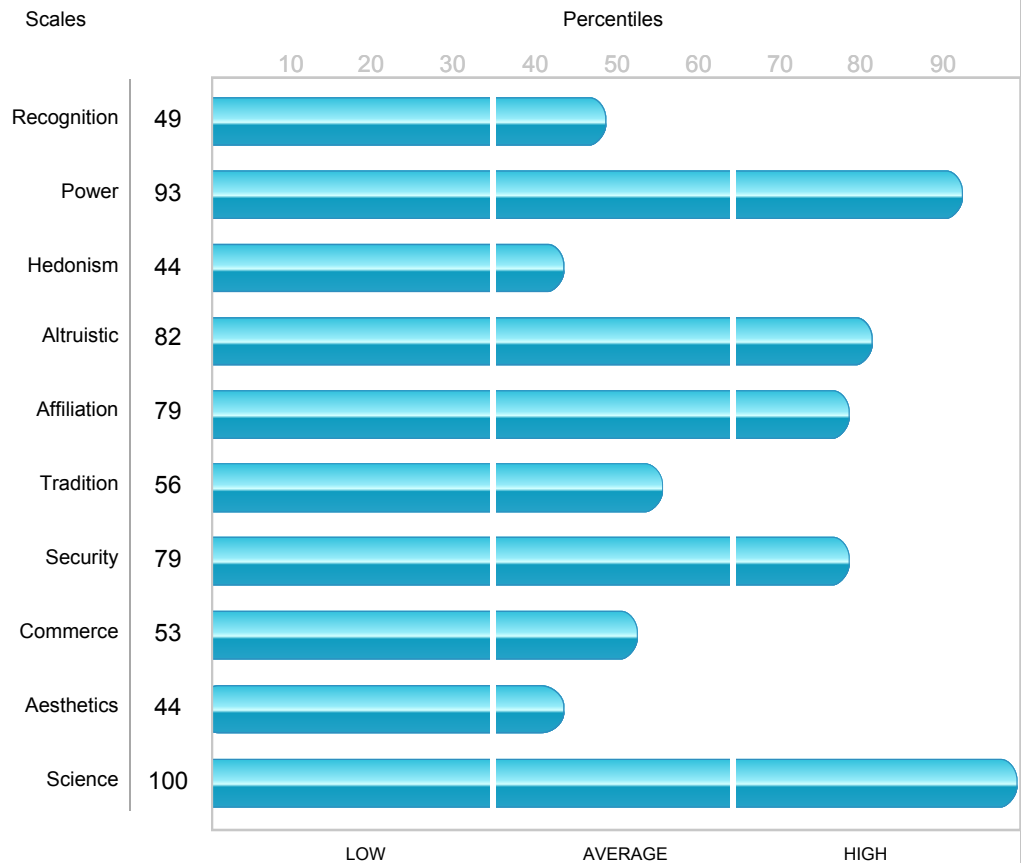
The assessment results for Mr. Sample suggest that he will be most satisfied with a career where there are opportunities to use technology to analyse data, identify trends, solve problems, and create meanings, which includes any form of research and strategic planning. He will also enjoy being able to accomplish things and make a difference, which might include work in sales, management, marketing, consulting, and entrepreneurship.

Preferred Working Environment

Assessment results for Mr. Sample suggest that he will be more attracted to certain working environments than others. Specifically, he will be most satisfied working in organisations that value using the latest thinking, technology, and analytical strategies to do their work. He prefers environments that insist on quality in their product development, service delivery, and employee training. He will also enjoy working in organisations that value rational, data-driven problem solving as well as future oriented thinking and long range planning. Conversely, he will be less comfortable working in environments that take a seat of the pants approach to decision-making, that ignore modern technology, and that avoid long range planning.



GRAPHIC REPORT (MOTIVES, VALUES, PREFERENCES INVENTORY)



High scorers are above the 65th percentile. Average scores are between the 35th and 65th percentile. Low scorers are below the 35th percentile.

- Recognition** | A desire to be known, seen, visible, and famous.
- Power** | A desire for success, challenge, competition, and achievement.
- Hedonism** | A desire for fun, excitement, variety, and pleasure.
- Altruistic** | A desire to serve others, improve society, and help the less fortunate.
- Affiliation** | A desire for frequent and varied social contact.
- Tradition** | A concern about ethics, family values, and devotion to duty.
- Security** | A desire for structure, order, and predictability in life.
- Commerce** | A desire for increased income, profits, and business opportunities.
- Aesthetics** | A concern about style, appearance, and fashion.
- Science** | A desire to use data to make decisions and solve problems.