

# WoWV Window on Work Values Profile

*Values have a major influence on how individuals approach their work. They drive our decisions, cause us to defend what we believe in and determine our behavior.*

The alignment between personal and organizational values can have a significant effect on the behavior of individuals and teams. The Window on Work Values model describes eight core value types that impact how we behave at work:

- Individualism
- Authority
- Collectivism
- Independence
- Compliance
- Conformity
- Empowerment
- Equality



McCann Window on Work Values

The **Window on Work Values Profile (WoWV)** can assist people and teams to understand what their values are and how they influence their behavior at work.

While the WoWV focuses on individual values, to rate their perceptions of the core organizational value types and provides a work values hierarchy. This data enables teams to identify the alignment between personal and organizational values and explore possible implications of any misalignment, such as conflict, disengagement and poor individual or team performance. Once the core values are identified, the team or organization can begin developing its own Team Values Statement and Team Charter.

## DID YOU KNOW...

The **Window on Work Values** framework offers a simple and practical starting point for discussions around values at work.

## WoWV Benefits

- Provides feedback on the alignment of personal values and organizational culture
- Highlights the significance of shared values in teamwork
- Identifies what motivates individuals about how they work
- Helps individuals understand and appreciate each other's views
- Helps build effective communication strategies
- Provides a common language to discuss and communicate values
- Enables teams to develop their own values-based rules and team charter

## WoWV Applications

- Organizational Change
- Conflict Resolution
- Cross-Cultural working
- Merged and newly formed teams
- Executive Coaching
- Personal and Team Development
- Development of Team and Organizational Value Charters



For more information, please contact TMS

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