



Group Report
for

Group Name: **ABC Company**
Department: **Human Resources Department**
Report Date: **15 Mar 2006**
Size of Group: **2**

Harcourt Assessment, Inc
San Antonio, TX 78259
Sample Report

Values Arrangement List for Organizations *Group Report*

By John P. Golden, EdD

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The VALOR Group Report allows for an objective examination into a group's organizational values as they are seen to exist today. The list does not suggest that these are the values that should or ought to exist. The rankings listed below show the average sum ranking for the members selected for inclusion in this report.

Group Operational Values Hierarchy

Average Rank for Selected Members	Value	Ethical or Process
3	Compassion	E
6	Risk-taking	P
7	Versatility	P
9	Cooperation	EP
9	Credibility	E
10	Communication	P
10	Independence	P
10	Knowledge	P
10	Structure	P
11	Diversity	E
11	Fairness	E
11	Loyalty	E
12	Competition	EP
12	Power	P
13	Discipline	P
13	Obedience	E
14	Accountability	E
14	Drive	P
14	Recognition	EP
15	Dependability	EP
17	Creativity	P

Group Mission Values Hierarchy

Average Rank for Selected Members	Value	Relationship or Task
3	Community	R
5	Empowerment	R
6	Control	T
8	Learning	R
10	Achievement	T
10	Fun	R
10	Innovation	T
11	Excellence	T
11	Quality	T
12	Customer	RT
12	Efficiency	T
12	Family	R
12	Growth	T
12	Safety	RT
12	Tradition	RT
13	Equality	R
13	Integrity	RT
13	Leadership	R
15	Harmony	R
15	Teamwork	R
16	Profitability	RT

Green Text = High Importance; Blue Text = Medium Importance; Red Text = Lesser Importance