



## **Values Arrangement List** **Narrative Feedback Report for:**

**Jack Sample**

**Report Date:** November 17, 2016

# Values Arrangement List *Narrative Feedback Report*

There are many factors that influence and define behavior. This report is designed to help you explore and clarify one of those factors, your personal values. All aspects of behavior are complex, and values are no exception. The results described in this report are a point of entry into the process of discovering just what your personal values are. The results contained in this report are not the end, but the beginning to better self-understanding, control and responsibility.

## What are Values?

Simply stated, values are enduring beliefs that a certain way of behaving or certain life goals are personally or socially preferable to you. Think of the values you hold as your preferred way of behaving and your preferred longer-term goals. These value categories are referred to as Operational and Life Values. While Operational Values define the behavioral "means" by which you achieve your goals, Life Values define what those goals are.

Values do not exist independently, but rather in the form of a complex system of Operational and Life values. Consciously or unconsciously, your value system is the set of life priorities that govern all of your actions and determine all of your life goals. One benefit of exploring your values system through the Values Arrangement List (VAL) survey and report is that you will be able to identify, articulate, clarify and apply your values more consciously and effectively now, and as the nature of your values changes as you grow older.

## Your Operational and Life Values

Your ranking responses on the VAL survey indicate that your Core Operational Values are: **Honesty, Creativity, Autonomy, Accountability, Knowledge, Discipline, Service.**

Your ranking responses on the report show that your Core Life Values are: **Family, Self-Worth, Happiness, Health, Wisdom, Freedom, Love.**

You can think of your "Core" Operational Values as the beliefs you embrace which lead you to the achievement of your "Core" Life Values. That is, your value system is defined by your most important Operational Values as they serve your ultimate life goals. Your core Operational and Life Values act as guiding principles for your daily behavior and life goals. Within your system of values you also have other Operational and Life Values that guide and influence your daily conduct and long-term aims. These are referred to as Situational and Less Preferred values. It is important to remember that Less Preferred values are still important values, but are relatively less important than your Core values.

## Your Operational Values System

Core	Situational	Less Preferred
Honesty	Competency	Forgiveness
Creativity	Drive	Order
Autonomy	Affection	Loyalty
Accountability	Fairness	Courage
Knowledge	Flexibility	Reason
Discipline	Tolerance	Humor
Service	Courtesy	Obedience

## Your Life Values System

Core	Situational	Less Preferred
Family	Achievement	Nature
Self-Worth	Peace	Pleasure
Happiness	Fellowship	Fame
Health	Social Service	Community
Wisdom	Adventure	Aesthetics
Freedom	Wealth	Power
Love	Equality	Spirituality

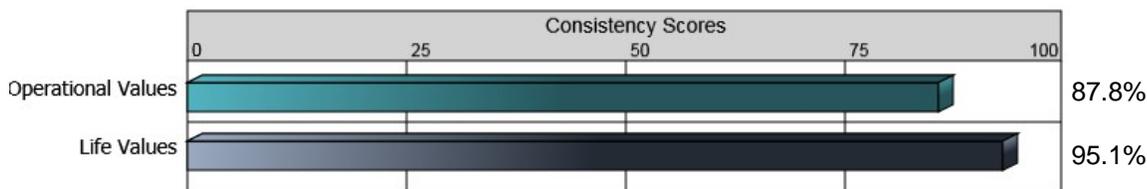
When your Core Operational and Life values are consistent with and supported by your life and career goals, you may still encounter circumstances where you choose to consider "Situational" values. Situational values may be expected to vary from situation to situation. Your "Less Preferred" values may not motivate you to take action or strive towards life goals built upon them, but you may encounter circumstances where their lesser value plays a key role in your thinking and actions. Sometimes knowing what isn't valued can be just as important as knowing what is. In essence, knowing your value system in-depth will help you make effective and satisfying decisions during each stage of your life.

## The Priority of Your Values!

Within your Value System there is a natural priority to the importance you give to each Operational and Life Value. Your perceived value priorities have been determined through the process of separately ranking your values against each and every other value. The scoring process also measures how consistent you were in determining the rank priorities. There are two kinds of scores, Consistency Scores and Rank Scores.

### Consistency Scores

There are two Consistency Scores, one for the Operational Values and one for the Life Values and they are interpreted the same way. Consistency Scores range from 0 to 100. The higher your score the more consistent you were in ranking your value priorities. As the graphs below indicate, your Operational Values List Consistency Score is 87.8% and your Life Values List Consistency Score is 95.1%.



### How to Understand Your Consistency Scores:

Score	Description	Meaning
0 - 69	Less Consistent	You are not at all sure about the priority of your Values
70 - 79	Somewhat Consistent	You are somewhat sure about the priority of your Values
80 - 89	Clearly Consistent	You are generally sure of the priority of your Values
90 - 100	Highly Consistent	You are very sure of the priority of your Values

### Your Operational Values Consistency Scores:

Clearly Consistent - Consistency scores in the 80-89 range are an indication that your rankings are a generally accurate and reliable reflection of what you value most in terms of long term values. A score in this range suggests that in most situations you are reasonably sure of what your priorities really are in regard to your Life or long-term goals.

### Your Life Values Consistency Scores:

Highly Consistent - Consistency Scores in the 90-100 range are an indication that your rankings are a very accurate and reliable reflection of what you truly value most in terms of your daily use (Operational) values.

## Rank Scores

Below is a list of your Operational Values with their associated Rank Scores. Rank Scores are determined by the Operational Values Consistency Score previously reviewed. If you had a Consistency Score of 100, the list below would report perfectly ranked values from 1 to 21. However, Consistency Scores of 100 are very rare. The lower the Consistency Score the more likely you will see numerical ties among value rankings and/or gaps between rankings.

Operational Values can also fall into a number of useful categories. One of the most helpful is Competency vs. Moral. When a value is defined as a Competency value it suggests that as defined in the survey, the value holds importance to the individual in terms of his or her own effectiveness. A Moral value describes a belief that is agreed upon as important by society as a whole.

## Your Operational Values Hierarchy

Rank Score	Value	Survey Definition	Competency or Moral
1	Honesty	being moral, ethical and truthful	M
2	Creativity	being inventive, original and innovative	C
3	Autonomy	being self-directing, self-reliant and free	C
4	Accountability	being responsible, credible and trustworthy	C
5	Knowledge	being wise and scholarly	C
9	Discipline	being controlled, composed and focused	C
9	Service	being supportive, aiding and assisting	M
9	Competency	being productive, efficient, and skillful	C
10	Drive	being industrious and goal directed	C
11	Affection	being passionate, loving and caring	M
11	Fairness	being unbiased, impartial and just	M
11	Flexibility	being adaptable and able to change	C
11	Tolerance	being open, accepting and patient	M
13	Courtesy	being respectful, considerate and polite	M
14	Forgiveness	being able to excuse and let go	M
14	Order	being systematic, organized and well-kept	M
18	Loyalty	being dedicated, devoted and steadfast	M
18	Courage	being brave, intrepid and fearless	M
18	Reason	being rational, analytical and logical	C
19	Humor	being light-hearted, witty and funny	C
21	Obedience	being compliant, deferential and yielding	M

Life Values can also fall into a number of useful categories. One of the most helpful is Social vs. Personal. When a value is defined as Personal it suggests that as defined in the survey the value generally holds importance to the individual alone. A Social value inherently incorporates other people into the description.

### Your Life Values Hierarchy

Rank Score	Value	Survey Definition	Personal or Social
1	Family	close relations and support of loved ones	S
3	Self-Worth	high regard for oneself and others	P
4	Happiness	satisfaction, joy and contentment	P
4	Health	soundness of body and mind	P
5	Wisdom	insight, knowledge and understanding	P
6	Freedom	independence in thought, action and lifestyle	S
6	Love	intimacy, devotion and warmth	S
8	Achievement	attainment of goals and aspirations	P
9	Peace	enduring harmony and freedom from violence	S
11	Fellowship	having important relationships with friends	S
11	Social Service	contributing to the welfare of others	S
12	Adventure	pursuing excitement and taking risks	P
13	Wealth	affluence, ease and prosperity	P
13	Equality	justice and fair treatment for all	S
15	Nature	respect for animals and the environment	S
15	Pleasure	entertainment, relaxation and fun	P
17	Fame	recognized and known for your contributions	P
18	Community	activity in social or citizen groups	S
19	Aesthetics	appreciation and enjoyment of the arts	P
20	Power	authority, control and influence	S
21	Spirituality	at one with God, religious beliefs	P

### Values Clarification

If you are able to live in accord with your value system, then your life can be straightforward and relatively free of complications. Conversely, violating or simply ignoring your value system is to court disaster; and violating the values of others can confound, contaminate and even end important personal relationships. If you are able to live according to your values and respect the values of others, then you will truly have personal integrity.

Rather than simply agree to the reported hierarchy of values you are encouraged to think, define, and test them. Your VAL administrator can help you explore exercises that will help you better understand your Operational and Life Values and clarify the important roles they play in your life.

**Comparison of Your Value Priorities to Others:**

It is important to recognize that your values do not influence your motivation in a vacuum. You must also consider the influence of other people's values on your own belief system and behaviors. To help you understand how this occurs your values are compared to the values of a representative set of Americans. What similarities and differences do you see?

Your Operational Values

Rank	Value
1	Honesty
2	Creativity
3	Autonomy
4	Accountability
5	Knowledge
9	Discipline
9	Service
9	Competency
10	Drive
11	Affection
11	Fairness
11	Flexibility
11	Tolerance
13	Courtesy
14	Forgiveness
14	Order
18	Loyalty
18	Courage
18	Reason
19	Humor
21	Obedience

Operational Values of 7,819 Adults

Rank	Value
6	Honesty
8	Accountability
8	Competency
8	Loyalty
9	Affection
9	Drive
9	Knowledge
9	Reason
11	Autonomy
11	Courtesy
11	Fairness
11	Humor
12	Flexibility
12	Tolerance
13	Courage
13	Discipline
13	Order
13	Service
14	Creativity
14	Forgiveness
18	Obedience

### Your Life Values

Rank	Value
1	Family
3	Self-Worth
4	Happiness
4	Health
5	Wisdom
6	Freedom
6	Love
8	Achievement
9	Peace
11	Fellowship
11	Social Service
12	Adventure
13	Wealth
13	Equality
15	Nature
15	Pleasure
17	Fame
18	Community
19	Aesthetics
20	Power
21	Spirituality

### Life Values of 7,819 Adults

Rank	Value
4	Family
5	Happiness
6	Love
7	Health
8	Achievement
8	Fellowship
8	Self-Worth
8	Wisdom
9	Freedom
10	Pleasure
12	Wealth
13	Adventure
13	Equality
13	Peace
14	Social Service
14	Spirituality
15	Community
15	Power
16	Fame
17	Aesthetics
17	Nature

# Values Arrangement List *Summary Report*

**Name:** Jack Sample    **Date of Report:** November 17, 2016

Your Operational Values Hierarchy

Rank	Value	C or M	%
1	Honesty	M	100%
2	Creativity	C	83%
3	Autonomy	C	75%
4	Accountability	C	75%
5	Knowledge	C	67%
9	Discipline	C	54%
9	Service	M	42%
9	Competency	C	33%
10	Drive	C	46%
11	Affection	M	79%
11	Fairness	M	58%
11	Flexibility	C	58%
11	Tolerance	M	58%
13	Courtesy	M	62%
14	Forgiveness	M	75%
14	Order	M	62%
18	Loyalty	M	75%
18	Courage	M	62%
18	Reason	C	50%
19	Humor	C	75%
21	Obedience	M	100%

Your Life Values Hierarchy

Rank	Value	P or S	%
1	Family	S	100%
3	Self-Worth	P	75%
4	Happiness	P	62%
4	Health	P	62%
5	Wisdom	P	83%
6	Freedom	S	58%
6	Love	S	58%
8	Achievement	P	54%
9	Peace	S	54%
11	Fellowship	S	58%
11	Social Service	S	58%
12	Adventure	P	67%
13	Wealth	P	62%
13	Equality	S	54%
15	Nature	S	67%
15	Pleasure	P	62%
17	Fame	P	67%
18	Community	S	75%
19	Aesthetics	P	75%
20	Power	S	83%
21	Spirituality	P	100%

## Value Consistency Percentages

Value consistency shows how consistently the individual ranked a given value. A consistency score of 100% means that the individual consistently ranked that value in the same relative order each time it was presented to them. This could possibly be interpreted to mean that the individual places a very high importance on this value and would never compromise this value regardless of the situation they were placed in. Consistency ratings of less than 100% indicate the extent to which the individual changed the relative importance of the value depending upon which values they were ranking at the time. Lower value consistency ratings could possibly indicate that the value might be more situational in nature, changing in importance depending upon the situation and which values are being called upon at any given time.