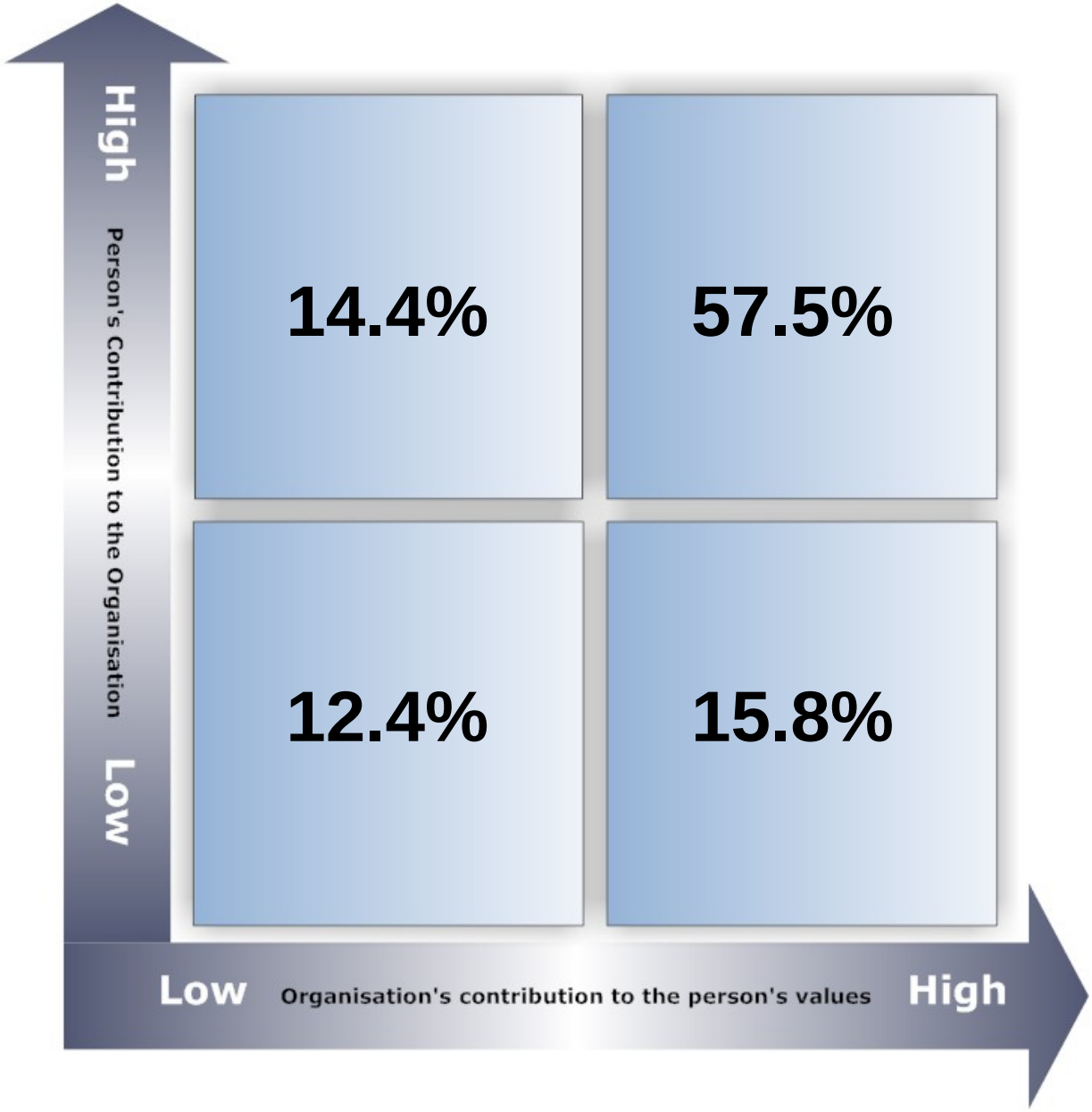
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Values at Work Survey Results

Respondents to date (Monday, November 9, 2026) = 1611



Values Alignment

Values alignment has two dimensions:

1. Where your activities are aligned with your own values;
2. Where your activities produce what those around you expect/want you to produce.

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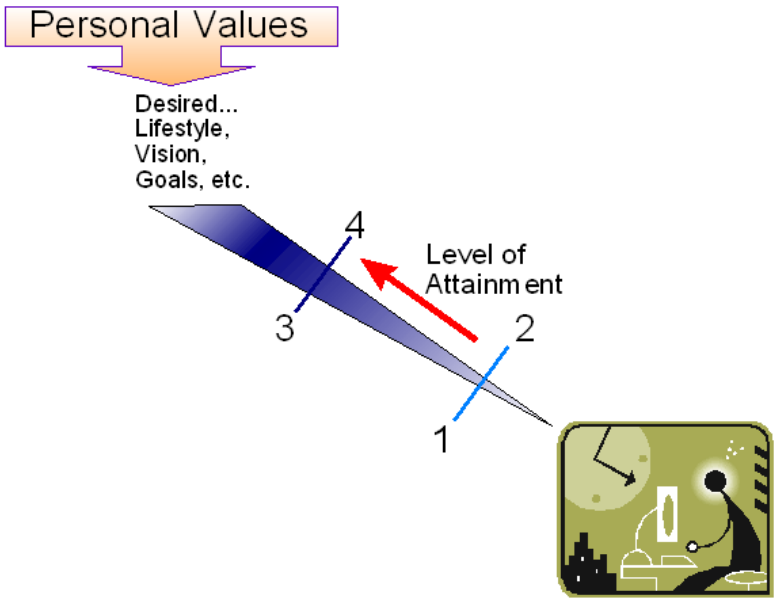


Figure 1. Personal Attainment

Say you have a clear vision and purpose, and a well defined set of meaningful objectives. You can depict on a diagram, such as Figure 1, how you are going in terms of attaining what you desire. You could, for example, use the line at 1—2 to depict a low level of atainment, or a line at 3—4 to depict a high level of atainment.

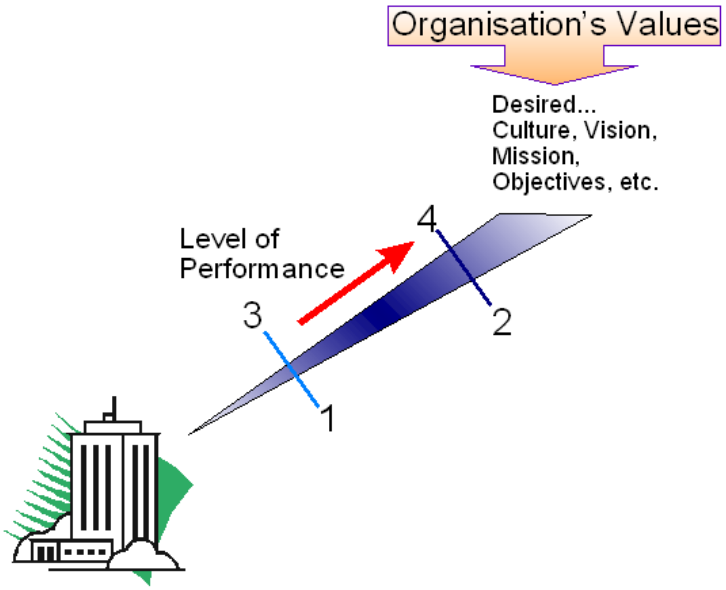


Figure 2. Organisation's Perception of Your Performance

Likewise, you can use a diagram, such as that in Figure 2, to depict your organisation's perception of your performance in achieving what they want from you. The line at 1—3 could be used to indicate your organisation believes your performance is "not up to scratch". The line at 2—4 would be used to indicate your organisation sees you as performing extremely well.

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Overlaying the diagrams of Figures 1 and 2 gives the Values Alignment Model:

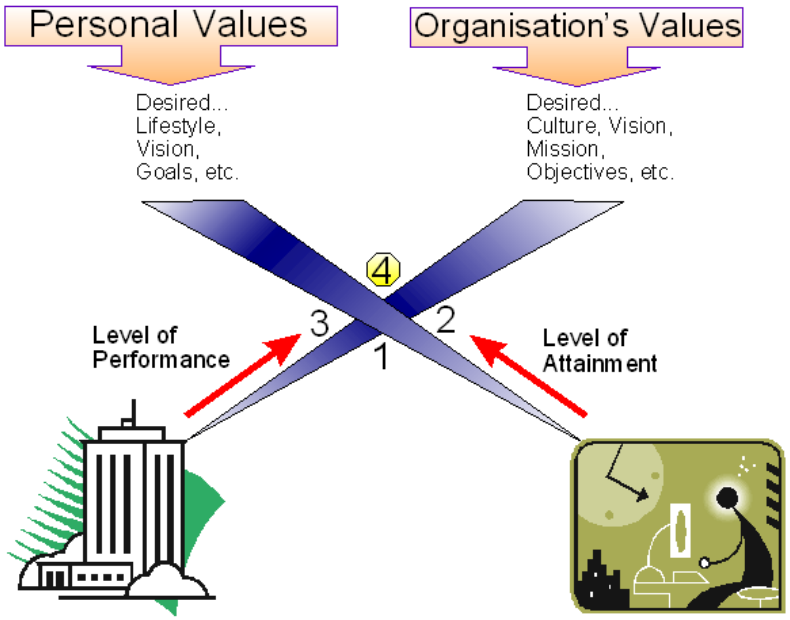


Figure 3. Values Alignment Model

- A person at Position 1 is attaining little personally from working in the organisation. Likewise, the organisation perceives the person is under performing.
- The person at Position 2 is perceived by the organisation to be a high achiever, Unfortunately, that person is getting little personal satisfaction from working in the organisation.
- The organisation perceives a person at Position 3 as under performing. This is an awkward situation because the person is getting all they want from their organisation!
- Where you would want to be is Position 4. Here, your organisation perceives you as a high achiever, and you are attaining much of what you desire.
- The key to being a Position 4 person is to be clear about who you are and where you want to go. You know your values, understand your brain-preferences, and have a well defined personal vision/mission and set of meaningful objectives.

Values alignment is an emergent property in organisations which have a critical mass of its people with a common language of values, and with clarity as to their own values and brain-preferences.

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