

VaPro (Values Profile)

Report for: Anthony Jamieson

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Summary

The results below are a summary of Anthony's top values - those that are most important to him and on which he bases his life decisions and goals. His Core Value is his top value overall. His Work Value is his top value in his professional life, and takes into account aspects like career path, work tasks, and job environment. His Personal Value is his top value in his personal life and reflects issues related to relationships, hobbies, and world view.

Top Core Value: Social Values

Those who place importance on social values enjoy being helpful, kind and agreeable. They think it's important to try to find the good in everyone, and have faith that if they dig deep enough, they'll find it. They give of themselves, whether on a small scale (e.g. by spending time with a friend in need), or on a global scale (e.g. by volunteering for a human rights organization). In helping others overcome obstacles, people with social values hope to assist them in becoming the best they can be. They are giving and compassionate individuals. Social people likely become passionately angry at signs of social injustice. They enjoy and benefit from being with others, both in their work and personal sphere, and as a result, seek out jobs and activities where this is possible. In times of crisis and change, people with social values are both a source of comfort for their family and friends, and able to be comforted by them as well.

Top Personal Value: Traditional Values

For people whose top personal value is traditional, their interests, hobbies, home life and general attitude revolve around time-honored customs and beliefs. Traditional individuals find comfort and familiarity and routine, and are likely to be careful planners. They tend to be highly-organized, and find a sense of peace in creating order both in their home and lives in general. These are people who will uphold long-standing family traditions and who will pass on their principles and beliefs to their children. As such, they prefer to surround themselves with like-minded friends and a like-minded community. This can also mean, however, that they may not always openly and willingly accept change and people who are very different from them. Anything that is too avant-garde or that goes against their belief system will not sit well with traditional types.

Top Work Value: Social Values

People for whom social values are important in work settings are happiest and utilize their talents best when their job does some good for mankind, they have contact with people, and/or they do not feel that they are taking advantage of others. People with social values either work or see themselves working in a "helping" profession (e.g. medicine, nursing, teaching, or counseling). Even if they don't, they probably bring a sense of humanity to their position that makes them considerate to fellow employees, employers and clients. They are often very personable colleagues - people may come to them for help and advice, and they are often well-liked. If social people work in a position where they do not have contact with others, either coworkers or the public, they may feel lonely and frustrated, especially if their job doesn't satisfy any other values they may hold.

Introduction

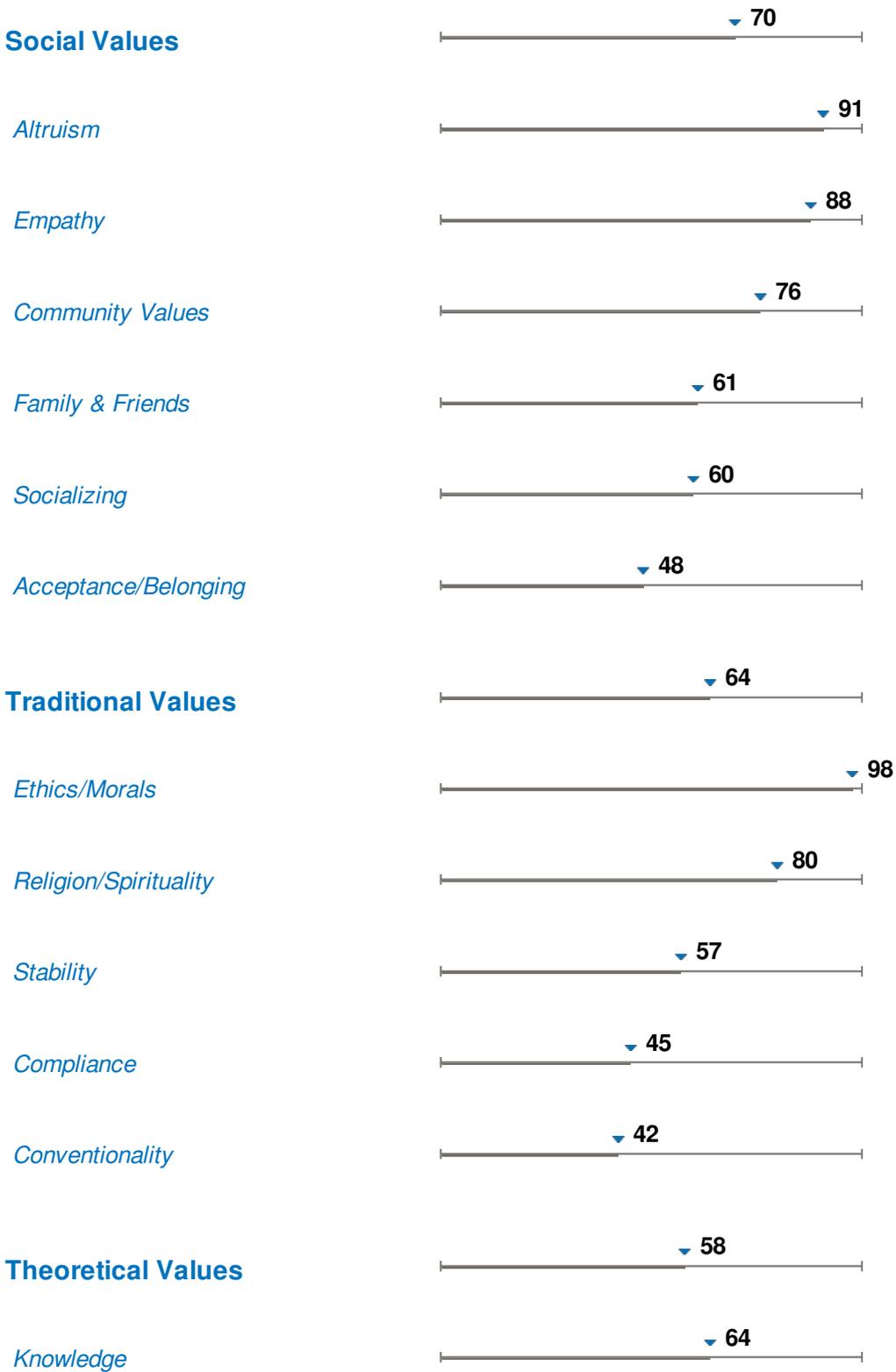
How to interpret the results

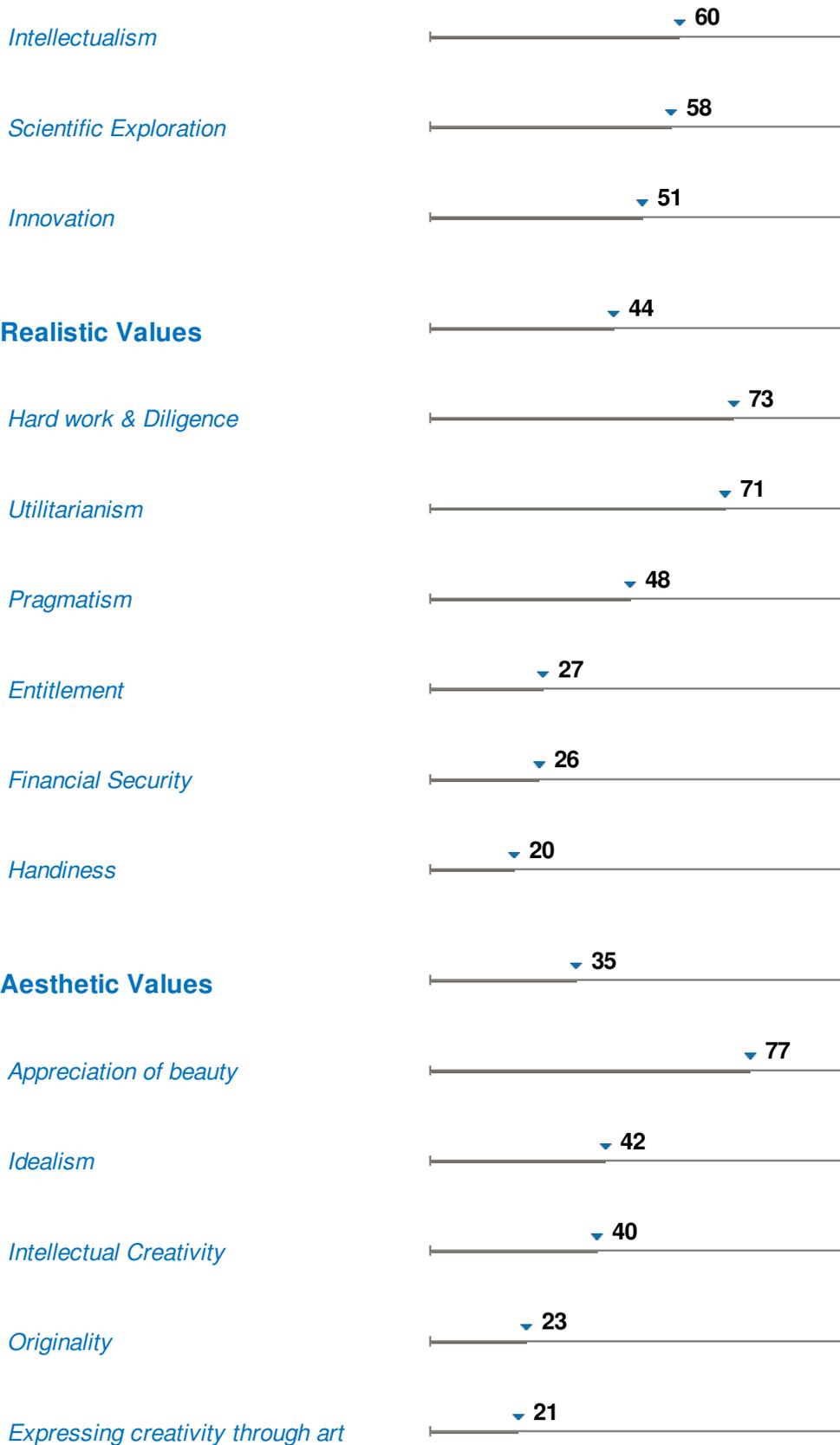
This values test is loosely based on the theories of Allport, Vernon and Lindzey, and on Holland's Vocational Interest Types. Both of these classifications of values types were derived from Edward Spranger's Types of Men, a book written in the early 1900's. These researchers theorized that we all have some combination of six different values types, whether it is just one dominant value type, a combination of two or three, or some aspects of all six. We have modernized the six types, but on the whole they are still current today.

Research has shown that when choosing a political candidate to vote for, people tend to be drawn to the person who is most similar to them in terms of personality and values.

It is important to read the entire report through. Instead of reading about only the dominant value types a person displays, read about all the different values that influence them. Values do not exist independently of one another - they influence and are influenced by one other. Different value types may surface in different areas of a person's life and in different situations. It is also important to remember that classification into one of these value types does not necessarily imply success and/or achievement in that realm (e.g. scoring high in Political values does not guarantee that a person would make a good politician). Instead, it means that a person highly appreciates and strives for that end-state - the value represents an ideal for them.

Graphs





Appreciation of different art forms



Political Values



Career Life



Self-Importance



Self-Interest



Power/Influence



Pride



Recognition



Competitiveness



Details

Social Values
(score: 70)



" Constant kindness can accomplish much. As the sun makes ice melt, kindness causes misunderstanding, mistrust, and hostility to evaporate "

Albert Schweitzer

Anthony seems to be motivated by social values. This means that he values being helpful, kind and agreeable. He thinks it's important to try to find the good in everyone, and has faith that if he digs deep enough, he will find it. He likely strives to reduce conflict as much as possible. Anthony gives of himself, whether on a small scale (e.g. by helping a colleague with a project), or on a global scale (e.g. by volunteering for a human rights organization). In helping others overcome obstacles, he hopes to assist them in becoming the best they can be. It is important to Anthony to have contact with people at work. He really enjoys and benefits from being with other people and as a result, seeks out opportunities where this is possible (e.g. by taking on group projects, attending business conventions, etc.). He is likely to be a trusted colleague.

Potential strengths for people with Social Values

Individuals with social values tend to be good communicators. They relate well to others and use these skills best in the helping professions, as doctors, teachers, nurses, social workers, counselors, and other careers that involve extensive contact with the community. Not all individuals with social values hold these types of positions but if not, their values probably surface in other aspects of their lives, whether at home or in the community.

Potential difficulties for people with Social Values

Individuals with social values are sometimes so focused on helping people that they may have trouble with organizational tasks or finding ways to cut expenses in today's budget-conscious world (especially if they score low in Realistic or Traditional values). In addition, they may take on too much and become weighed down or burned out by the injustices or conflict they encounter. They tend to take other people's burdens on their shoulders, and may become overwhelmed if they perceive themselves to be powerless to help. Their faith in people may backfire if they trust the wrong person before they get to know them.

Altruism
(score: 91)

Anthony is rather altruistic in nature, showing both a concern for the needs and lives of others, and a desire to extend his assistance. He takes advantage of experiences that will aid him in understanding the people around him and human nature in general, and rarely turns others down when they ask for his ear or his assistance.

<p>Empathy (score: 88)</p>	<p>Anthony has the potential to be quite empathetic, as he easily recognizes the needs and sufferings of others. He also realizes that in order to best help others, he needs to be able to understand the way they think and feel, and he likely makes it a point to do so.</p>
<p>Community Values (score: 76)</p>	<p>Anthony is highly involved in his community and in its social causes. He likely makes it a point to keep himself informed about what goes on in his community, speaks out on injustices and changes he would like to see, and does his utmost to be neighborly.</p>
<p>Family & Friends (score: 61)</p>	<p>Although Anthony values his friends and family, they are not the center of his world. He appreciates his relationships, and likely derives some joy from them, but is not one who will seek out the support or company of loved ones on a frequent basis.</p>
<p>Socializing (score: 60)</p>	<p>Anthony enjoys a moderate amount of socializing, but likely also enjoys and requires some time to himself. He wants to keep up-to-date on the lives of those in his social network and spend quality time with them, but he doesn't have the desire to spend all of his leisure time socializing.</p>
<p>Acceptance/Belonging (score: 48)</p>	<p>It would be nice to be accepted by others and to feel like he is part of the group, whether among friends or colleagues, but this isn't absolutely vital to Anthony. Granted, it would probably bother him somewhat if others' opinion of him wasn't stellar, but his sense of self-acceptance likely doesn't hinge on the approval of others, at least not entirely.</p>

Traditional Values
(score: 64)



Anthony seems to share some characteristics with individuals that have traditional values. Those who uphold this value live their life according to an established belief system, whether it is religious, philosophical, or moral. They don't tend to question their beliefs; they simply live their life in the way that they feel is right and according to the values that were instilled in them over time by their parents and culture. In situations where most people's morals would waver, traditional people strive to staunchly stick by them. They have a clear idea of what is important to them and what they want to accomplish, and do their best to carry out these ideals in the most principled manner possible.

Potential strengths for people with Traditional Values

Individuals with traditional values tend to prefer stability and routine. Money is often considered important to some people with traditional values, as it is a means of obtaining stability. Individuals with traditional values are typically conservative, and tend to follow rules rather than make them. Their obedient nature and conscientiousness allows them to work well within a system in key organizational roles. They don't give up easily, and are persistent even in the face of challenges. Common positions for individuals with traditional values include accountant, secretary, and data entry clerk.

Potential difficulties for people with Traditional Values

People with traditional values are generally loyal to their colleagues and employers, but may have trouble understanding and/or accepting individuals whose values are radically divergent. This may cause conflict at work or in situations where traditional individuals are forced to be around people who are totally different from them. Traditionalists can most certainly be commended for sticking to their principles, but they need to accept that others will have diverse beliefs and viewpoints. Those with traditional values can sometimes be slow or even reluctant to change, which can result in being left behind by advances in technology, corporate philosophy, or worldviews.

Ethics/Morals
(score: 98)

Anthony is someone who lives his life according to the ethics and principles that are important to him. He probably feels a great sense of pride and contentment with who he is and what he stands for, and will follow what he believes in even when it clashes with other people's principles. His passions and goals are in line with his morals and principles, and he is likely to follow his conscience in circumstances where dishonesty is prevalent, or where he finds himself in tempting situations.

Religion/Spirituality
(score: 80)

Anthony's religious or spiritual beliefs play a prominent role in his life. He likely relies on the teachings that these philosophies offer to guide him on everyday issues and decisions. His faith is very important to him, and he will do his utmost to uphold it.

Stability (score: 57)	Anthony is someone who would prefer to have some degree of stability in his life and the sense of control that comes along with that, but he can also handle a certain amount of change and ambiguity. He has at least a basic plan in mind for what he wants out of life, but would probably become a bit bored if it started to become too predictable and planned.
Compliance (score: 45)	Anthony is not an intentional rule-breaker, but may not be entirely opposed to breaking a few regulations from time to time, especially if they seem pointless or silly to him. He would likely be able to deal with an environment with strict codes of conduct and arbitrary rules, but could feel somewhat stifled.
Conventionality (score: 42)	Neither too conservative nor too much of a thrill-seeker, Anthony is someone whose interests and hobbies can vary. Sometimes, he opts for the comfort of familiarity. Other times, he prefers to expand his horizons and try something new. Overall, he is likely a fairly flexible person who is willing to go off the beaten path from time to time and take a few risks.

Theoretical Values (score: 58)



Anthony identifies with some aspects of theoretical values. People with theoretical values regard logical thought and the pursuit of knowledge very highly. They respect the value of education, both formal and informal, and believe in learning for the sake of learning. They don't make decisions based on a set ideology; rather, they try to base your opinions, beliefs, and decisions on "truth". Rather than listening and blindly following what others are saying, people with theoretical values make their own choices based on all the information available to them. This translates to a very deliberate, logical way of thinking. They want to understand how things in the world work, and are not afraid to ask why something is the way it is.

Potential strengths for people with Theoretical Values

People with theoretical values fill both free time and work with opportunities for learning and intellectual growth. These individuals will be comfortable working in an academic environment, in research positions, or as architects, doctors, or computer programmers. They thrive on challenging projects, and can be a great asset when dealing with complex or abstract problems. There are no flights of fancy for these types - their approach to their work is logical, efficient, and well thought out. Given that their curiosity and desire for knowledge is insatiable, their potential to achieve amazing things is forever expanding.

Potential difficulties for people with Theoretical Values

Some individuals with theoretical values prefer to work on their own as opposed to in a group. They may have difficulty expressing their emotions verbally (and may not be entirely comfortable with emotional expression in general). Theoretical individuals can become frustrated with those who don't quickly catch on to new things. Given that they are quite confident in their own intellect - sometimes to the point of superiority - they can be intimidating to others, especially if their theoretical values aren't paired with strong social values.

People with this value feel that their talents are wasted if they are forced to work in a job that doesn't stimulate their intellect. They need to be interested in their work, or they will become extremely bored and unsatisfied. In addition, they are often unproductive and do not reach their full potential if they are not challenged. In order to keep them satisfied, happy, and productive, managers need to feed their desire to learn, and allow them to take classes, attend seminars, and other knowledge-building opportunities.

Knowledge (score: 64)

Anthony may not spend all his free time seeking out opportunities to learn new things, but he does have some desire for knowledge. He may actually become passionate about researching a few subjects that pique his interest, and may sometimes find himself seeking out new knowledge for the pure pleasure of learning.

<p>Intellectualism (score: 60)</p>	<p>Anthony is not someone who requires constant intellectual stimulation, nor is he one to let his mind be completely idle. He enjoys thinking about intellectual topics, but is not always expending brain energy on purely academic or theoretical issues.</p>
<p>Scientific Exploration (score: 58)</p>	<p>Anthony expresses some interest in the scientific world. It may not be one of his main focuses in life, but he is interested in some of the latest technologies, theories, and ideas that the scientific world has to offer.</p>
<p>Innovation (score: 51)</p> <p>Realistic Values (score: 44)</p> 	<p>Anthony feels it is of general importance for the world to continue to progress and come up with new theories, ideas, and inventions. Modernization, after all, is inevitable. Overall, he has some interest in the latest innovations that the world is coming up with, but is not someone who makes this a full-timed pursuit.</p> <p>Anthony appears to be somewhat motivated by realistic values. People with realistic values are most concerned with being productive and useful, and desire to achieve efficient return on the investment of their time, money and effort. They are practical, reasonable, and think their actions through before they act. Investing for their future is one of their top priorities.</p> <p>Potential strengths for people with Realistic Values</p> <p>Individuals with realistic values weigh each decision they make based on the merits of efficiency and usefulness. If a method or choice doesn't prove economical or productive, they won't support it. In terms of careers, individuals who have realistic values excel in practical occupations with hands-on tasks and/or those that require good motor coordination. They can be interested in business, but are probably not as focused on achieving power or status as in simply earning a good, honest living (depending, however, on whether they also have strong political values). Realistic people tend to be industrious, and rarely bat an eye when faced with a demanding task. They can be trusted to put a dedicated and consistent effort into everything they do, and won't stop until their task is done. It is not uncommon for some realistic people to go above and beyond the call of duty, without being asked.</p> <p>Potential difficulties for people with Realistic Values</p> <p>Realistic people have little patience for endeavors that waste time, money or effort. If an idea doesn't prove sensible or has the potential for failure, they may be reluctant to get involved. Those with this value can sometimes be opportunists, in the sense that they would be willing to help others if it proves profitable in return - they are always looking for the best deal and payback, after all. Rather than working for the pride of accomplishing something amazing, some people with this value may only see the benefits of the end result - money.</p>

<p>Hard work & Diligence (score: 73)</p>	<p>Anthony is an industrious person who believes in the value of hard work. He puts 100% effort into everything he does, and may even go above and beyond the call of duty even if he is not asked to do so. He doesn't shy away from demanding workloads, and while he may not necessarily expect others to put in the same degree of dedication, he would probably prefer to work with people who uphold this value as well.</p>
<p>Utilitarianism (score: 71)</p>	<p>It would be rare for others to find Anthony idle, not working on anything productive. He not only takes pride in being useful, but considers it an important part of who he is. Anthony is likely a self-starter who, if left with nothing to do, would proactively seek out or initiate a new project.</p>
<p>Pragmatism (score: 48)</p>	<p>Anthony recognizes the value of approaching life in a methodical manner - planning ahead, looking at situations objectively, and being both proactive and hands-on when there is work to be done. He may not always make the most practical decisions, but when life starts to get too complicated, he values and craves simplicity and order.</p>
<p>Entitlement (score: 27)</p>	<p>Anthony doesn't possess a strong sense of entitlement. If he chooses to work hard or to help others, he does it of his own accord, not because he wants something in return.</p>
<p>Financial Security (score: 26)</p>	<p>Establishing his financial security isn't of major concern to Anthony at this point in his life. He either has few money concerns, and is already satisfyingly stable, or he has other priorities that mean much more to him. In general, financial stability doesn't appear to matter a great deal to Anthony.</p>
<p>Handiness (score: 20)</p>	<p>Anthony is not known for his handiness. While he may have an appreciation for those who possess this particular aptitude, he doesn't consider it an essential skill for him to personally nurture.</p>

Aesthetic Values
(score: 35)



Aesthetic values play only a minor role in Anthony's life. Those who are motivated by aesthetic values wish to surround themselves with beauty, form, and balance. They have a creative, unusual way of thinking, and want the environment that they surround themselves with to be reflective of that. Without creative outlets, they feel extremely stifled. If aesthetic people work or live in an unattractive, dreary environment, it could have a very negative effect on them. Those with aesthetic values have an adventurous nature, and wish to see a lot of different things in their lifetime. As a result, they are drawn to art, literature, music, and other forms of creative expression.

Potential strengths for people with Aesthetic Values

People with aesthetic values are open to many different paths in life. Individuals with this value are assets in brainstorming sessions with their "outside-the-box" thinking, and on any project or problem that needs a novel and original solution. They also have an uncanny ability to see beauty in the ordinary, to move others and set fire to their imaginations, to envision the impossible and fanciful, and to put their heart and soul into every creative endeavor. These are people who value being unique, unusual, and radical, and seek to be surrounded by equally creative, whimsical creations and people. Careers that people with aesthetic values enjoy include: artist, musician, TV producing, art directing, advertising, design, and museum or gallery work.

Potential difficulties for people with Aesthetic Values

A career with lots of freedom and the opportunities to be creative is essential for those with Aesthetic values. Attempts by employers to force aesthetic individuals to be more efficient or productive may backfire, as they have a different way of thinking and need to work in an unstructured environment. Thus, tasks that require a systematic and structured approach would not be their forte. They can be very productive, but on their own terms and at their own pace. Sometimes, aesthetic people may also seem to live in their own little world, and can lose touch with everyday duties and realities. Their idealistic and sometimes impractical view and approach to work (and the world in general) can clash with the approach of more down-to-earth, pragmatic people.

Appreciation of beauty
(score: 77)

Anthony either makes it a point to look for and recognize the beauty that surrounds him, or simply does so naturally. His appreciation for all forms of beauty provides him with a unique and exquisite view of the world that not very many people possess.

Idealism
(score: 42)

Part idealist, part realist, Anthony is someone who is generally grounded but who also enjoys stimulating his mind with thought-provoking conversation, entertainment, and philosophies that border on romanticism. To be completely focused on the "real" world can result in cynicism and melancholy; to be completely focused in the world of idealism would be impractical. Fortunately, Anthony has the best of both worlds.

<p>Intellectual Creativity (score: 40)</p>	<p>When it comes to work projects, Anthony thrives best when he has balance. Sometimes, he wants to put his creativity into action and tackle projects that require him to generate new ideas and solutions, or take a unique, out-of-the box approach. Other times, he prefers to work on tasks that are more straightforward. He would be an asset in a variety of work environments, as he has the advantage of being both practical and creative.</p>
<p>Originality (score: 23)</p>	<p>Anthony has little interest in coming up with original, artistic creations. He may very well value individuality and originality, but not in terms of the aesthetic.</p>
<p>Expressing creativity through art (score: 21)</p>	<p>Anthony does not possess aspirations for artistic greatness at this point in his life. Perhaps he feels that he does not have artistic talent, or does not have the resources to nurture this ability. In any case, he has little interest in expressing himself through creative art forms, be it fine or performing arts.</p>
<p>Appreciation of different art forms (score: 6)</p>	<p>Anthony doesn't express a great deal of interest in the arts. He is unlikely to make it a habit to spend his leisure time and money on events that showcase the finer arts.</p>

Political Values
(score: 31)



Anthony is not strongly influenced by political values. What is most important for people with political values is to be successful at whatever endeavor they choose. Moreover, they hope to not only achieve success but to be the best at what they do. They have the determination and tenacity to accomplish great things - in fact, they just simply refuse to see their life in any other way. Their eyes are constantly set on the prize, and they won't stop moving forward until they've made a name for themselves, are well respected, and recognized.

Potential strengths for people with Political Values

Individuals with political values tend to make good leaders, and are confident and assertive. Their charm, drive, and energy allow them to excel in business, law, politics, finance, and management type jobs - occupations they seek out for the opportunity to gain status, wealth and power. Employers love these individuals for their motivation and devotion to their job. They take their work very seriously, are not afraid of a challenge (especially if it brings them kudos), and refuse to add the word "failure" to their regular vocabulary. These are take-charge individuals who won't stand idly by when there are opportunities for success to take advantage of. Place them in a group or in a team that is struggling and they'll immediately take charge and strive to make it a success. Like a bloodhound on the scent, sniffing out the path to victory and power is second nature to people with political values.

Potential difficulties for people with Political Values

Political individuals sometimes have trouble separating work from playtime. While it might appear that they have other interests, those at the most extreme end of the political spectrum rarely stop thinking about work. Even in their free time, they are constantly networking and trying to achieve a lifestyle in line with their desire for high status. Even those at the less extreme end of the spectrum can benefit from separating their free time from their work. People who are highly motivated by political values and lack other, more humanistic values may also have few qualms about stepping on others in order to get to the top of the career ladder. Above all, they seek to be powerful and to be at the top of the food chain. Coworkers required to work with political individuals might not feel a great sense of camaraderie with them. Political individuals can often be seen as intimidating to competitors - someone to be reckoned with.

Career Life
(score: 49)

Anthony's career may not play a prominent role in his identity, but being successful in this area of his life is important to him. He wants to be able to take pride in what he accomplishes in his career. At the same time, however, he is not one to allow his job to take precedence over other priorities in his life.

Self-Importance
(score: 37)

Anthony is not one to sing his own praises or to view himself as being superior to others. This doesn't necessarily indicate that he doesn't think highly of himself; rather, it could simply mean that he doesn't feel the need to prove his worth or to flaunt it.

<p>Self-Interest (score: 35)</p>	<p>Anthony is not the type of person who places his own needs above those of others. While his own happiness and success likely matter to him, he will not walk all over others to obtain these goals. Anything but self-serving, he actually may be the kind of person who puts aside his personal desires to make others happy - at least on most occasions.</p>
<p>Power/Influence (score: 29)</p>	<p>Having power over others is not something Anthony considers of great importance. Perhaps he views positions of influence as too much stress or responsibility, or has seen how easily people with power can get carried away. Whatever the case, he is not someone who needs to be in a position of influence in order to be content, and may simply prefer to follow rather than lead.</p>
<p>Pride (score: 28)</p>	<p>Anthony either has not, as of yet, accomplished something that he feels he can be proud of, or simply does not consider a sense of accomplishment to be of major importance. He does not make a point to seek out opportunities to prove himself, or to leave his mark on the world.</p>
<p>Recognition (score: 26)</p>	<p>Whatever Anthony does accomplish in his life, he neither seeks nor requires recognition for it. The pride that comes with achieving something may be its own reward to Anthony - he doesn't need others to approve of him or to praise him, and may actually shy away from such attention.</p>
<p>Competitiveness (score: 15)</p>	<p>Anthony is not competitive by nature, and may actually shy away from situations that require him to express this trait. He places little importance on outdoing others and being the best at something, and he doesn't feel the need to have to prove himself or his abilities.</p>

Dominant & Minor Values

The following is a summarized version of Anthony's results, categorized according to his Dominant Values (those that are most important to him) Influencing Values (those of moderate importance to him), and Minor Values (those of least importance to him).

Celebrities like Bono, Michael J. Fox, and Oprah Winfrey are well-known for their altruistic values.

Dominant Values

·Social Values

Influencing Values

- Traditional Values
- Theoretical Values
- Realistic Values

Minor Values

- Aesthetic Values
- Political Values

Advice

Social Values

Suggested occupations for those with social values:

- Caregiver/Nurse
- Physical Therapist
- Animal Trainer
- Teacher
- Counselor/Social Worker/Psychologist
- Personnel Trainer
- Civil Rights Lawyer
- Receptionist
- Customer Service Representative
- Retail Salesperson

What managers can do for employees with social values:

- During orientation, introduce them to staff members, and if possible, allow them to work closely with someone for the first week.
- Be available - allow these employees opportunities to ask questions or obtain advice when needed.
- Place them in positions or on projects where they get interact directly with clients and colleagues.
- Allow them to take charge of organizing social activities at work (e.g. Christmas parties, team-building exercises, etc.).
- Offer them opportunities to work on group projects or attend workshops/business conventions.
- When tackling a project or task, allow them to work with a partner or have someone to bounce ideas off of.
- Place them in charge of teaching/training new employees if it's within their expertise.

Aesthetic Values

Suggested occupations for those with aesthetic values:

- Interior Designer
- Architect
- Photographer
- Journalist/Reporter
- Painter/Sculptor
- Composer/Musician/Singer
- Hairstylist/Fashion Designer
- Art Director/Film Editor/Producer
- Actor
- Radio/Television Announcer

What managers can do for employees with aesthetic values:

- When tackling a project, give them some creative space. Either let them decide on how to complete a task or allow them to suggest ideas on how they would approach it.
- Take advantage of their creative input in brainstorming meetings, problem-solving, or marketing campaigns.
- Encourage them to take the initiative to suggest new ideas for projects.

- If routine and repetitive tasks cannot be avoided, allow them to mix up their tasks by doing them in a different order or allow them to help someone in another department when their workload is light.
- If they work in a cubicle or office give them permission (within reason) to personalize the look to some degree (paintings, small sculptures, plants, photographs, etc.).
- Put them in charge of decorating the office, meeting room, or during holidays.
- Allow them to listen to background music, as long as it's not too distracting.

Theoretical Values

Suggested occupations for those with theoretical values:

- Biologist
- Historian
- Market Research Analyst
- Electronics/Aerospace Engineer
- Dentist
- Physician/Surgeon
- Chemist
- Physicist
- Forensic Psychologist/Criminologist
- Pharmacist

What managers can do for employees with theoretical values:

- Put them in charge of solving recurring technological, financial, or productivity problems in the company.
- Provide them with tasks and projects that require research, analysis, and synthesis of information.
- Let them handle tasks that allow them to apply the scientific method, or a more systematic approach.
- Allow them some variability in their tasks and roles, or consider offering them a lateral move in the company.
- Provide opportunities for them to expand their knowledge and skills through workshops, education courses, or business conventions.
- Allow them to train new employees if it is within their expertise.
- Provide context for their tasks - make goals and the big picture clear.
- Communicate with them using facts, theories, and data.
- Allow them to participate in brainstorming solutions, as they can offer alternative, more grounded solutions. Just make sure they don't go off on a tangent and get too wrapped around an idea.
- Let them play "devil's advocate" during brainstorming meetings or problem solving sessions. They could easily debate both sides of an issue.

Traditional Values

Suggested occupations for those with traditional values:

- Accountant/Bookkeeper
- Administrative Assistant
- Bank Teller
- Legal Secretary
- Librarian
- Computer Programmer
- Technical Writer
- Loan Officer

- Cook
- Pharmacy Technician

What managers can do for employees with traditional values:

- Provide them with a structured work environment - clear roles, tasks, deadlines, rules and chain of command - and a degree of routine.
- Eliminate ambiguity and job insecurity - provide them with a clear work contract and stable work environment that doesn't change on a day-to-day basis.
- Place them in charge of quality control duties, like proofreading, inspecting products or safety procedures, or budget analysis.
- Ask them to suggest organization strategies that make company operations run more efficiently. Some may have ideas that they keep to themselves because they feel it's not their place to question authority or how the company is run.
- Allow them to take on the responsibility of organizing company events or meetings, or be a project manager.

Realistic Values

Suggested occupations for those with realistic values:

- Mechanic
- Electrician
- Carpenter
- Agricultural/Marine/Mechanical Engineer
- Landscape Architect
- Paramedic
- Firefighter
- Police Officer
- Pilot
- Athlete/Coach/Trainer

What managers can do for employees with realistic values:

- Allow them to work on more hands-on tasks and projects - where they are physically involved in the completion of a product.
- Provide them with leadership roles that particularly involve showing others how to do a task.
- Keep them busy - workers with economic values enjoy being productive.
- Make it clear how their position impacts the company - they need to know that their hard work is paying off and is providing a useful service.
- Make sure communication over any instability in the company (industry trouble, cutbacks, etc.) is clear so that they can be prepared and plan ahead.
- Make sure there is an established system for raises that these employees can work towards.
- Communicate with fact-based arguments - and be straightforward. Realistic employees have little patience for those who are not sincere, or who "beat around the bush."
- Allow them to participate in brainstorming and problem solving. With their common sense and grounded approach, they may be able to come up with practical solutions to complex problems.
- Keep a look-out for potential clashes with more theoretical or aesthetic people. The realists' more pragmatic approach may be viewed as too simplistic for theorists, or too unimaginative for creative types.

Political Values

Suggested occupations for those with political values:

- Product Promoter
- Public Relations Representative
- Judge
- Flight Attendant
- Advertising Sales Representative
- Real Estate Agent
- Restaurant/Hotel Manager
- Politician
- Lawyer/Attorney
- Stockbroker

What managers can do for employees with political values:

- Provide opportunities for promotions/leadership positions.
- Provide some sort of recognition for hard work, like regular bonuses.
- Allow them to take charge of group projects or to initiate project ideas.
- Harness their negotiating ability - allow them to interact directly with clients or suppliers.
- Provide them with some decision-making power, or allow them to participate in the decision-making process.
- Give them a clear job title and description.
- Encourage healthy competition - and reward the most productive employee at the end of the month.
- Provide challenging projects that push them to achieve their full potential and allow them to shine.
- Watch out for "power trippers". Those who are given positions of authority need to be able to handle this responsibility, as power can be a double-edged sword.