

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 behaviour.

The alignment between personal and organisational values can have a significant effect on the behaviour 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 behaviour at work.

The WoWV focuses on individual values to rate their perceptions of the core organisational value types and provides a work values hierarchy. This data enables teams to identify the alignment between personal and organisational 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 organisation 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 organisational culture
- Highlights the significance of shared values in teamwork
- Identifies an individual's motivation for 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 Hub

Learners can access their WoWV report via their personalised Hub.

The WoWV Hub includes online simulations, applications, activities and e-books, which enable them to explore their work value preferences in more detail. The Applications offer learners a unique way of engaging and interacting with their Profile results and allows the feedback experience for each individual to be personal and meaningful.

WoWV Applications

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



For more information, please contact **TMS**
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QO₂TM Opportunities-Obstacles Profile

The Opportunities – Obstacles Quotient (QO₂TM) Profile is a unique tool that determines the balance of effort people put into seeing opportunities and obstacles and therefore how they are likely to approach risk.

The QO₂TM Profile provides personalised feedback on how an individual responds to new situations and change, solves problems, focuses on goals and how they view time.

The Risk-Orientation model is the basis of the QO₂TM concept. This model provides individuals and leaders with an appreciation of people's approach to risk and how this will affect the way they innovate and cope with change. The Profile identifies why some people:

- Are threatened by change and others energised by it
- Only focus on the future or won't let go of the past
- Can see many solutions to a problem and others only one
- Assume the best and others assume the worst
- Are goal oriented and others aren't

Answering these questions allows leaders to effectively market and manage change programmes, cultural transformations and downsizing processes, among other projects.

The QO₂TM allows leaders to improve decision making, problem solving and goal clarification and thus ultimately, their competitive advantage.

QO₂TM Profile & Hub

The Profile questionnaire takes approximately 15 - 20 minutes to complete and is completed online. Once complete, learners are provided with their results instantly via the QO₂TM Hub.

The QO₂TM Hub offers participants a unique way of engaging and interacting with their Profile results and allows the feedback experience for each individual to be personal and meaningful. The Hub is accessible for three years.

“ The QO₂TM is a powerful tool in helping team members understand others approach to risk taking and openness to new ideas. When selecting climbing partners, QO₂TM really comes to the fore especially when one climber has a 1.5 and his climbing buddy is a 5.4 as actually happened on the summit bid for Everest. ”

Bob Killip & Zac Zaharias, Everest Expedition



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McCann Risk-Orientation (QO₂TM)

QO₂TM Benefits

- Practical data on individual goal achievement
- Unique insights into how to market and manage change
- Information on how to improve decision-making and problem solving at work
- Focus on innovation

QO₂TM Applications

- Leadership and Management Development
- Risk Management
- Change Management
- Performance and Conflict Management
- Innovation/Creativity Workshops
- Executive Coaching

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