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# COMPASS

## OCCUPATIONAL SIGNIFICANCE OF CORE VALUES

Report for: Matthew Ambition

ID: UH004867

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## INTRODUCTION

### Core Values

People's values define their identities—people's values reflect who they are at a deep and sometimes unconscious level. People are often unaware of their values and are often unable to spell them out completely. Nonetheless, they influence people's lives in important ways. Their values shape their philosophy of life, their choice of friends, and how they spend their spare time. People's values also influence their choice of jobs and careers. People like others who share their values and prefer to work in jobs that support their values.

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### Uses of this Report

The Career Compass is based on the Motives, Values, Preferences Inventory (MVPI), a measure of the ten core values found in most cultures throughout history. The Career Compass provides feedback on three important topics. First, it clarifies a person's values, and that is an important part of any person's development. Second, it contains information regarding the fit between a person's values and various occupations and organizational cultures. No matter how talented people may be, if their values are not consistent with the demands of their occupation or current organizational culture, they won't be very happy or successful—and people often choose jobs and careers without considering the values issue. And third, the report describes the kind of people with whom a person will comfortably work and live—because people like others who share their values and dislike people who don't share them.

### Reading this Report

This report is based on a person's scores on ten core values which are organized in four clusters. The next page defines the core values and how they cluster. The following pages provide some values clarification, and interpret the significance of a person's values profile for their career and relations with others.



## DEFINING CORE VALUES

### Cluster I: Status Interests

#### **Recognition**

Wanting to stand out and be noticed, and dreaming of fame and success.

#### **Power**

Wanting to be successful, to make an impact, and to create a legacy.

#### **Hedonism**

Wanting to have fun and enjoy the fruits of one's success.

### Cluster II: Social Interests

#### **Altruistic**

Wanting to help the needy and powerless and improve society.

#### **Affiliation**

Wanting to be part of a group and seeking social stimulation.

#### **Tradition**

Believing in family values and endorsing socially approved behavior.

### Cluster III: Financial Interests

#### **Security**

Wanting occupational and financial safety and avoiding risk.

#### **Commerce**

Wanting financial success and seeking business opportunities.

### Cluster IV: Decision Making Style

#### **Aesthetics**

Wanting to be stylish and fashionable and being concerned about appearances.

#### **Science**

Wanting to solve problems and make decisions based on data.



## INTERPRETING MR. AMBITION'S VALUES PROFILE

### I. VALUES CLARIFICATION

#### **Status Interests**

Although Mr. Ambition may not actively advertise his accomplishments, he definitely appreciates positive feedback on his work and may even enjoy showing off a little bit now and then. He will enjoy working on high profile projects, but won't enjoy the criticism that sometimes comes with that work. Mr. Ambition doesn't seem interested in competing with others for status and prefers to avoid disagreement, conflict, and controversy. He is willing to let his career unfold naturally— i.e., he won't make enemies in order to advance his career—and he doesn't evaluate himself in terms of his accomplishments. However, he doesn't evaluate others in terms of their accomplishments either—causing him to seem refreshingly tolerant. Moreover, Mr. Ambition is a fun-loving person who likes to travel, socialize, entertain, be entertained, and enjoy the fruits of his labor. Others will see him as adventurous, spirited, experience-seeking, and convivial. He likes fast-paced change and new projects and doesn't like bureaucracy, restrictions, prohibitions, or boring tasks.

#### **Social Interests**

Although Mr. Ambition believes in holding people accountable for their performance, he also knows that someone needs to pay attention to, and help encourage, the people who are less powerful or affluent. He doesn't mind helping others when they seem to need it, but is also happy when others keep their complaints to themselves. Moreover, Mr. Ambition seems equally happy working by himself or as part of a team. He enjoys meeting new people, but also enjoys having time to himself when he can focus and reflect. He likes people, but doesn't need constant interaction. Finally, he seems to respect the need for change and diversity on the one hand, and stability and uniformity on the other. He is neither strongly flexible nor set in his ways; he seems to have a natural taste for moderate attitudes and understands that compromise is often necessary. He values the lessons of the past but is also willing to experiment for the future.

#### **Financial Interests**

Mr. Ambition enjoys adventure, risk, innovation, and exploration. He tolerates ambiguity well, doesn't need a lot of direction in his work, doesn't mind unexpected changes in locations or assignments, and is willing to take chances and change jobs to advance his career. He likes new experiences, embraces experimentation, and is not afraid to ask for feedback regarding his performance. In addition, he believes that there are things in life that are more important than money. He understands the importance of monetary issues, but places a higher priority on family and friends, interesting problems, supportive colleagues, and challenging work assignments. He wants to live life in the here and now, and pursue non-material pleasures such as relationships and education.

**Decision Making Style**

Mr. Ambition seems to strike a balance between form and function in decision making. He values taste and style but also admires reliable and efficient performance; that is, he understands the trade-off between elegant appearance and durable performance and uses the distinction when making decisions. Finally, he seems to enjoy solving problems, analyzing issues, and understanding what is going on in the world around him. He persists in pursuing problems and examining mistakes until an issue is resolved, and dislikes making decisions without examining the relevant facts — he prefers to make decisions based on data rather than intuition. Others may describe him as bright, critical, and intolerant of hypocrisy and muddled thinking—his challenging intellectual style may have consequences for his performance as a leader.



## INTERPRETING MR. AMBITION'S VALUES PROFILE

### II. HELPFUL CAREER TIPS

#### **Drivers**

Mr. Ambition will like work that requires analyzing data, solving problems, and making decisions based on research and other facts. He will be less comfortable in jobs that require making rapid fire and intuitive decisions with little time for reflection and analysis, and where the views of senior people can never be examined. These values are consistent with a career in any area of science or engineering. He needs to remember that others may sometimes be annoyed with his challenging intellectual style, willingness to question others' decisions, and total recall of their bad ones. Another important feature of his ideal job is variety and change, opportunities to travel, to provide hospitality and entertainment, and to have fun at work. Conversely, he will not enjoy working with people who focus strictly on business and don't understand how to relax and have a good time. Persons with similar values tend to be lively, pleasure-seeking, and flirtatious. These values are most compatible with work in sales, hospitality, or the entertainment industry. He needs to be sure to tolerate others who are less fun-loving. Moreover, he would prefer a job that involves helping, teaching, supporting, and encouraging others, especially those who seem to need it most. He will not enjoy working in an organization that focuses exclusively on holding people accountable or that ignores issues of staff morale. He would be comfortable working in health care, teaching, counseling, or customer relations management.

#### **Careers**

The assessment results for Mr. Ambition suggest that he will be most satisfied with a career where there are opportunities to use technology to analyze data, identify trends, solve problems, and create meanings, which includes any form of research and strategic planning. He will also enjoy being able to have fun and entertain others, which might include sales, hospitality, travel, and entertainment.

#### **Preferred Working Environment**

Assessment results for Mr. Ambition suggest that he will be more attracted to certain working environments than others. Specifically, he will be most satisfied working in organizations that value using the latest thinking, technology, and analytical strategies to do their work. He prefers environments that insist on quality in their product development, service delivery, and employee training. He will also enjoy working in organizations that value rational, data-driven problem solving as well as future oriented thinking and long range planning. Conversely, he will be less comfortable working in environments that take a seat of the pants approach to decision-making, that ignore modern technology, and that avoid long range planning.