

Work Values Inventory™ (WVI™)

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Applications

Assesses workplace values in adults

A career exploration and job selection tool designed to help career counselors and human resources professionals

Appropriate for ages 18-70 years

Overview

- Helps career counselors assist clients in learning more about themselves to find a job that is a good fit for their work values.
- Assists human resources personnel in screening potential job candidates to find the right fit for a particular position and a good fit within the organizational culture.
- Based on and tied to the Department of Labor's Occupational Information Network (O*NET).
- Captures the O*NET's six identified work values: Achievement, Independence, Support, Relationships, Working Conditions, and Recognition.
- The WVI Occupations Index lists more than 1,300 jobs according to work value and required education level.

Administration

- Administer using paper and pencil in 10 minutes.
- Can be administered individually or in a group setting.
- Qualification level A.

Scoring and Reporting

- Can be self-scored or scored by a professional.
- Offers a Score Summary sheet designed for use by a professional working with clients/applicants.
- Yields a score for each of the six work values.
- The WVI Assessment Booklet includes sections that describe each work value and facet in detail, provide example occupations from the Occupations Index, and offer ways to obtain more information.

Reliability, Validity, & Norms

- Standardization sample ($N = 526$) includes employees across eight common O*NET job families who had been in their current positions for at least a year.
- Shows a strong positive relationship with the Working Styles Assessment™ (WSA™).
- Test–retest reliability coefficients ranged from .82 to .95 on the work value scales over a period of 1 to 5 weeks.
- Construct validity compared incumbent O*NET work value ratings to the three highest work values of the WVI standardization sample by job families; 96.2 to 100% of occupations matched one or more of the average work values of each job family and 55.6 to 87.5% matched on two work values.

WVI Scales, Characteristics, and Facets

Scale	Characteristic	Facets
Achievement	Enjoys making use of individual abilities, completing tasks, and meeting goals	Ability utilization and accomplishment
Independence	Enjoys working independently, taking responsibility, and making decisions	Autonomy and responsibility
Support	Enjoys working in a supportive environment with supervisors who are sensitive to their needs	Organization policies and practices and supervision
Relationships	Enjoys working in a friendly, collaborative environment	Interpersonal relationships and a collaborative environment
Working Conditions	Enjoys working in a fast-paced environment and having job security	Activity/variety and security
Recognition	Enjoys acknowledgement of good work and the potential for leadership	Acknowledgement and leadership/influence