

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