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.

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

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.

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

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**WVI Scales, Characteristics, and Facets**

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