

The Values Index



Personal Motivations

The Values Index combines the work of Dr. Eduard Spranger and Dr. Gordon Allport into a single profile that delivers the world’s most comprehensive understanding of a person’s value structure or their motivational style. Everyone has their own unique mix of personal drivers and motivators that help guide them toward success. Understanding what really drives a person is a crucial part of success.

Why the Values Index?

Unlike the other few values profiles on the market today, the Values Index merges two complimentary theories to create the most complete understanding of what drives an individual and what rewards him/her with a sense of accomplishment.

It is this understanding that helps to ensure that optimal motivation, passion, and drive are always created—to achieve the highest levels of personal and professional success.

The Seven Dimensions of Value

- **Aesthetic:** A drive for harmony, balance, and form.
- **Altruistic:** A drive for helping others to achieve.
- **Economic:** A drive for economic or practical returns.
- **Individualistic:** A drive to stand out, be independent.
- **Political:** A drive for control, stability, and influence.
- **Regulatory:** A drive for tradition, steadiness, and certainty.
- **Theoretical:** A drive for learning, understanding, and knowledge.

The Why of Success

To reach optimal performance you must understand WHAT natural talents you possess, WHY you are motivated to use them, and HOW you prefer to use them. The Values Index looks at the WHY portion of the What, Why, and How trilogy. By understanding WHY you are motivated to do things, you are able to better align your environment with what creates the most passion in you.

Application

The Values Index is useful for understanding how to motivate yourself and others by understanding the reasons that drive individuals toward success. In employee development and coaching scenarios, this information is invaluable.

Validation

The Values Index is fully validated and exceeds standards set by the EEOC for validity and reliability.

John Doe
August 3, 2015

This Innermatrix Advanced Insights Profile combines the best of three world-class profiles.

The Attribute Index measures how you think and make decisions. The Values Index measures your motivational style and drivers and the DISC Index measures your preferred Behavioral Style. Together they create WHAT, WHY and HOW (i.e., What natural talents do you have, Why are you motivated to use them and How do you prefer to use them.)

This level of self-awareness and discovery are the core to achieving peak performance in any role or endeavor, to ensure that you properly align what you do best with how you do it and why.

Resource Associates - Wendy
Copyright 2015 Innermatrix Incorporated - All rights reserved.

Values Index | Seven Dimensions of Value and Motivation

Executive Summary of John's Values

Dimension	Score
Economic	45
Individualistic	55
Political	65
Altruistic	48
Regulatory	51
Theoretical	60

- Economic:** You have a bottom-line approach focusing on functionality over form or aesthetics.
- Individualistic:** You are able to prioritize and create a balance between the need for economic return and other needs as well.
- Political:** You are not an extremist and able to balance the needs of both others and self.
- Altruistic:** You are able to accept the credit or take the blame with a "the buck stops here" attitude.
- Regulatory:** You are concerned for others without going overboard; you are a stabilizer.
- Theoretical:** You have a strong preference for following established systems or creating them if none present.

Copyright 2015 Innermatrix Incorporated - All rights reserved.

Contact Information

Jacqueline Fiore
jacqueline@elitegrowthpartners.com
772-631-8006

