

# JEAN AFTERMAN - FULL REPORT

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# Core

Core values are the things we care about most. They are the driving factors that motivate our actions and cause distress when they are voided. When completing the assessment, you chose from a list of 28 possible core values. The core values you selected from are: *Competitiveness, Advancement, Family Happiness, Economic Security, Freedom, Integrity, Friendship, Self Respect, Creativity, Inner Harmony, Cooperation, Recognition, Health, Wisdom, Spirituality, Order, Pleasure, Achievement, Helpfulness, Loyalty, Responsibility, Personal Development, Fame, Power, Involvement, Affection, Wealth and Adventure.*

**From 28 possible values, here are your top five.**



## **Advancement**

Progress, Promotion



## **Competitiveness**

Striving to Win, Being the Best



## **Recognition**

Respect from others, Acknowledgment, Status



## **Wisdom**

Discovering Knowledge, Insight, Enlightenment



## **Inner Harmony**

Being at Peace with yourself and others

### I Need An Environment Where:

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I can rise to a leadership position.  
There are many levels of management.  
The policy is to promote from within.

"Winning" is rewarded.  
Strives to be an industry leader.  
Emphasis on being the "best" in my area of expertise.

Results are openly acknowledged.  
A program exists to reward exceptional work.  
Manager has respect for my abilities.

Research is encouraged and rewarded.  
I have access to highly educated mentors.  
The organization values knowledge and expertise.

Little negotiating is required.  
The work I do is really important to me.  
The ambiance fits my working style.

# Core Descriptors

## Competitiveness

This Core value is chosen by someone who is always striving to win and wants to be the best. For the Competitiveness Core to appear in one's top 5 Core Values, the following three sentences were ranked higher among others: *"Winning" is rewarded.* - *Strives to be an industry leader.* - *Emphasis on being the "best" in my area of expertise.*

## Advancement

This Core value is chosen by someone who seeks progress and places high merit in promotion or the opportunity to rise in the ranks. For the Advancement Core to appear in one's top 5 Core Values, the following three sentences were ranked higher among others: *I can rise to a leadership position.* - *There are many levels of management.* - *The policy is to promote from within.*

## Family Happiness

This Core value is chosen by someone who puts their close relationships with their family members above all else. This doesn't mean they don't care about their work, but their work shouldn't get in the way of quality time with their family. For the Family Happiness Core to appear in one's top 5 Core Values, the following three sentences were ranked higher among others: *Not too much overtime or holiday work.* - *Issues like childcare and family leave are important.* - *Flexible schedules and/or telecommuting is available.*

## Economic Security

This Core value is chosen by someone who wants their income flow to be both steady and adequate. For the Economic Security Core to appear in one's top 5 Core Values, the following three sentences were ranked higher among others: *Pay is satisfactory and predictable.* - *Benefits satisfy my lifestyle.* - *A retirement plan is available.*

## Freedom

This Core value is chosen by someone who seeks independence, autonomy, and liberty. They don't want chains or setbacks in how they operate. For the Freedom Core to appear in one's top 5 Core Values, the following three sentences were ranked higher among others: *I can make executive decisions. I set my own schedule and may work wherever.* - *An entrepreneurial environment is fostered.*

## Integrity

This Core value is chosen by someone who believes that honesty and sincerity are at the top of all virtues. These individuals have no problem standing up for their beliefs. For the Integrity Core to appear in one's top 5 Core Values, the following three sentences were ranked higher among others: *There is a high level of trust and honesty.* - *Employees are free to take a stand on issues.* - *The organization is known for its reputable practices.*

## Friendship

This Core value is chosen by someone who desires close relationships and seeks strong rapport with others. For the Friendship Core to appear in one's top 5 Core values, the following three sentences were ranked higher among others: *Social interaction is encouraged to promote teamwork.* - *Coworkers get along well together.* - *I have much in common with coworkers.*

## **Self-Respect**

This Core value is chosen by someone who has a strong belief in their own abilities and holds self-esteem to a high standard. For the Self-Respect Core to appear in one's top 5 Core values, the following three sentences were ranked higher among others: *The job fits my image of myself.* - *The organization respects individual differences.* - *Employees are not second guessed or overridden.*

## **Creativity**

This Core value is chosen by someone who is imaginative and inventive, and seeks originality. These individuals thrive off of novel thinking. For the Creativity Core to appear in one's top 5 Core values, the following three sentences were ranked higher among others: *The work atmosphere promotes imaginative thinking.* - *Peers are inventive and stimulating.* - *The organization values innovation.*

## **Inner Harmony**

This Core value is chosen by someone who prizes being at peace with themselves and others. These individuals seek finding balance cognitively and emotionally. For the Inner Harmony Core to appear in one's top 5 Core values, the following three sentences were ranked higher among others: *Little negotiating is required.* - *The work I do is really important to me.* - *The ambiance fits my working style.*

## **Cooperation**

This Core value is chosen by someone that treasures working together and understands the importance of teamwork. For the Cooperation Core to appear in one's top 5 Core values, the following three sentences were ranked higher among others: *Rewards are for the whole group not individuals.* - *Relationships are supportive, not competitive.* - *The team must collaborate to be successful.*

## **Recognition**

This Core value is chosen by someone that seeks respect from others and wants high acknowledgment and status. For the Recognition Core to appear in one's top 5 Core values, the following three sentences were ranked higher among others: *Results are openly acknowledged.* - *A program exists to reward exceptional work.* - *Manager has respect for my abilities.*

## **Health**

This Core value is chosen by someone who prices their well-being, both physical and mental. For the Health Core to appear in one's top 5 Core values, the following three sentences were ranked higher among others: *An on-site food service offers a health conscious menu.* - *The organization encourages use of gym memberships.* - *Comprehensive health benefits are provided.*

## **Wisdom**

This Core value is chosen by someone who enjoys discovering knowledge and seeks insight and enlightenment. For the Wisdom Core to appear in one's top 5 Core values, the following three sentences were ranked higher among others: *Research is encouraged and rewarded.* - *I have access to highly educated mentors.* - *The organization values knowledge and expertise.*

## **Spirituality**

This Core value is chosen by someone with a high degree of faith, spirituality, and/or religious belief. These individuals find strength in their practice. For the Spirituality Core to appear in one's top 5 Core values, the following three sentences were ranked higher among others: *Time off is allowed for religious holidays.* - *Differences in beliefs are respected.* - *The work does not conflict with beliefs.*

## **Order**

This Core value is chosen by someone who operates via organization and structure. These individuals are highly systematic. For the Order Core to appear in one's top 5 Core values, the following three sentences were ranked higher among others: *The organization values efficient systems.* - *The industry is relatively stable.* - *Rules and procedures are clearly communicated.*

## **Pleasure**

This Core value is chosen by someone who seeks fun and enjoyment and puts good times at the top of their hierarchy of needs. For the Pleasure Core to appear in one's top 5 Core values, the following three sentences were ranked higher among others: *The work itself is enjoyable and energizing.* - *The organization has a liberal vacation schedule.* - *Laughter is common in the office.*

## **Achievement**

This Core value is chosen by someone who is focused on attaining goals and seeks a sense of accomplishment. For the Pleasure Core to appear in one's top 5 Core values, the following three sentences were ranked higher among others: *Large projects are accomplished through short milestones.* - *Deadlines are challenging but realistic.* - *Projects are mine from start to finish.*

## **Helpfulness**

This Core value is chosen by someone who finds worth in assisting others. These individuals are focused on improving society. For the Helpfulness Core to appear in one's top 5 Core values, the following three sentences were ranked higher among others: *The purpose of the organization is to help others.* - *Others need my support to achieve their results.* - *The organization returns something to the community.*

## **Loyalty**

This Core value is chosen by someone who prizes commitment, dedication, and dependability in themselves and others. For the Loyalty Core to appear in one's top 5 Core values, the following three sentences were ranked higher among others: *The organization values its long-term employees.* - *Most employees would never consider quitting.* - *The manager is committed to the organization's success.*

## **Responsibility**

This Core value is chosen by someone who leans on accountability and prizes reliability over all else. For the Responsibility Core to appear in one's top 5 Core values, the following three sentences were ranked higher among others: *I share in the success and failure of projects I undertake.* - *Coworkers have a commitment to seeing projects through.* - *I am trusted to make decisions.*

## **Personal Development**

This Core value is chosen by someone who strives to become better at learning, strengthening themselves, and realizing their full potential. For the Pleasure Core to appear in one's top 5 Core values, the following three sentences were ranked higher among others: *A spirit of continuous learning exists.* - *Development opportunities exist (i.e. tuition).* - *The manager expands my abilities through challenging projects.*

## **Fame**

This Core value is chosen by someone who has a deep desire for renown and distinction among their peers. For the Fame Core to appear in one's top 5 Core values, the following three sentences were ranked higher among others: *Speaking at professional associations is encouraged.* - *The position is highly visible outside the organization.* - *Opportunities for media exposure exist.*

## **Power**

This Core value is chosen by someone who strives to have influence and authority among others. Individuals that select this value desire a high level of importance. For the Power Core to appear in one's top 5 Core values, the following three sentences were ranked higher among others: *Managing others or leading teams is a key responsibility.* - *Key people respect me and allow me to have power.* - *The position has decision-making authority.*

## **Involvement**

This Core value is chosen by someone who finds strength in including others and seeks a high degree of participation at any level. For the Involvement Core to appear in one's top 5 Core values, the following three sentences were ranked higher among others: *The organization asks for suggestions for improvement.* - *Projects require input from various departments.* - *Opportunities exist to collaborate with others.*

## **Affection**

This Core value is chosen by someone who fosters love and fondness for others. These individuals take great measures to be caring. For the Affection Core to appear in one's top 5 Core values, the following three sentences were ranked higher among others: *Celebration of significant events.* - *Coworkers genuinely care about each other.* - *Our workgroup is very tight-knit.*

## **Wealth**

This Core value is chosen by someone who is deeply concerned with abundance. These individuals are seeking ways of getting rich. For the Wealth Core to appear in one's top 5 Core values, the following three sentences were ranked higher among others: *Profit sharing, stock options, or equity plans exist.* - *It is okay to manage my own business after work* - *Financial return exists for those willing to take risks.*

## **Adventure**

This Core value is chosen by someone who is seeking new and challenging experiences. Often these individuals are seeking a thrill. For the Adventure Core to appear in one's top 5 Core values, the following three sentences were ranked higher among others: *A sense of excitement and risk are part of the job.* - *"Leading Edge" projects are common.* - *The team explores innovative ways to do the job.*