



ORGANIZATIONAL VALUES
TEST (OVT 09)

INDIVIDUAL REPORT

Candidate:

John Participant

Evaluation date:

2009/03/31

Organization:

COMPMETRICA INC.

WWW.COMPMETRICA.COM

The present report is confidential. All measures must therefore be taken to preserve the confidentiality of the data presented. Only authorized persons should have access to the content of the report.

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GENERAL PROFILE

Descriptive Data

Name of the Participant:

John Participant

Name of the Organization:

Activity Sector:

Activity Sub-Sector:

Results Presented

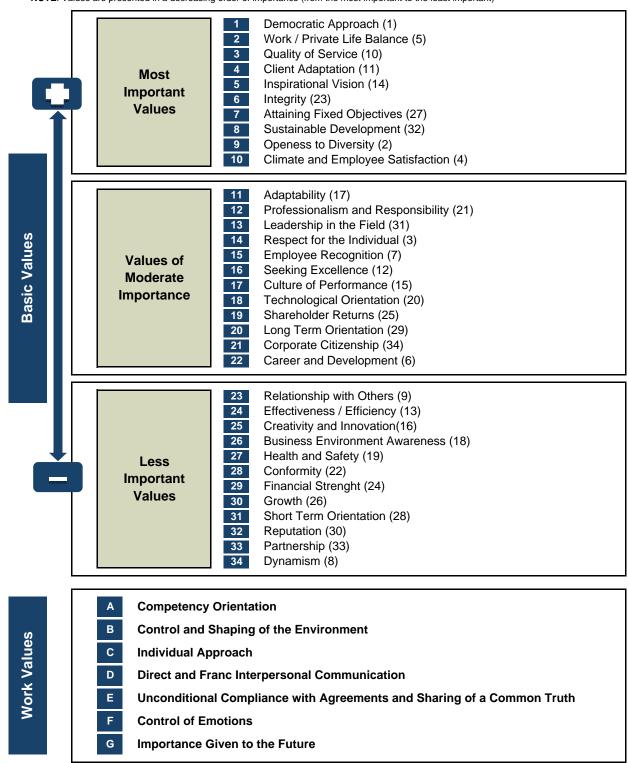
The Organizational Values Test (OVT) identifies which values are the most important to an individual, an organization or even a section of an organization (management committee, department, unit, etc.). Two types of values are identified: those considered to be "basic" and those that are closely linked to "work values".

This report describes what a participant thinks should be the most important values for an organization as a whole. According to this participant, these values should influence decisions, goal setting, and investments made in material and human resources.

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A - Importance of the Values

NOTE: Values are presented in a decreasing order of importance (from the most important to the least important)



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B - Distribution of the Values (by categories)

	# Values	Less important	Moderate Importance	High Importance	Rank
	1 Democratic Approach				1
Fundamental Beliefs	2 Openness to Diversity			-	9
Bellers	3 Respect for the Individual	i			14
	4 Climate and Employee Satisfaction				10
Concerns Regarding	5 Work-Private Life Balance			_	2
Employees	6 Career and Development				22
	7 Employee Recognition	1			15
Human	8 Dynamism				34
Qualities	9 Relationships with Others	_			23
Concerns	10 Quality of Service				3
Regarding Clients	11 Client Adaptation	ł			4
	12 Seeking Excellence		-		16
	13 Effectiveness / Efficiency	_			24
	14 Inspirational Vision				5
Excellence of	15 Culture of Performance	ļ			17
the Organizational	16 Creativity and Innovation				25
Processes	17 Adaptability		-		11
	18 Business Environment Awareness	_			26
	19 Health and Safety	_			27
	20 Technological Orientation	1			18
	21 Professionalism and Responsibility				12
Conformity	22 Conformity	_			28
	23 Integrity				6
	24 Financial Strenght	_			29
	25 Shareholder Returns				19
Result	26 Growth	_			30
Orientation	27 Attaining Fixed Objectives			-	7
	28 Short Term Orientation	i -			31
	29 Long Term Orientation				20
	30 Reputation	-		$\overline{}$	32
	31 Leadership in the Field		-		13
External Impacts	32 Sustainable Development	i			8
pasto	33 Partnership	_			33
	34 Corporate Citizenship				21

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Annex - Definition of the Values

Basic Values

A- Fundamental Beliefs

1 Democratic Approach Important decisions are made democratically by members of the organization.

1 Openess to Diversity Demonstrate openness to the diversity of ideas, cultures, and ways of doing things.

2 Respect for the Individual Emphasize respect for others, including their dignity, privacy, and any other fundamental rights.

B- Concerns Regarding Employees

Climate and Employee 4 Ensure a positive work climate and aim for employee satisfaction. 10 Satisfaction Work / Foster a healthy balance between employees' work obligations and 5 2 **Private Life Balance** their private life needs. **Career and Development** Foster the career and professional development of employees. 22 Reward deserving employees, award competitive bonuses and adopt **Employee Recognition** 15 a performance-based approach.

C- Human Qualities

B Dynamism Emphasize the display of dynamism and personal commitment when performing tasks and work duties.

Biggraphic Emphasize the display of dynamism and personal commitment when performing tasks and work duties.

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D- Concerns Regarding Clients

Put the client first and provide quality services and products to maintain client loyalty.

11 Client Adaptation Listen to clients, anticipate and adapt to their needs, and take necessary corrective actions.

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E- Excellence of the Organizational Processes

E Execucion of the Organizational Frocesses				
12	Seeking Excellence	Aim for excellence by setting high standards and continuously improving processes.	16	
13	Effectiveness / Efficiency	Ensure that all processes are effective and efficient, including the flow of information and rhythm of work.	24	
14	Inspirational Vision	Create and maintain an organizational vision and internal leadership that inspire employees.	5	
15	Culture of Performance	Implement a work culture based on self-fulfillment and performance.	17	
16	Creativity and Innovation	Encourage creativity, innovation, and entrepreneurship in the organization.	25	
17	Adaptability	Ensure that the organization and its employees adapt to internal and external changes.	11	
18	Business Environment Awareness	Understand the environment, keep abreast of trends, and aim to become a learning organization.	26	
19	Health and Safety	Create a work environment that promotes employee health and safety.	27	
20	Technological Orientation	Invest and strive to be at the forefront of technological changes.	18	

F- Conformity

21	Professionalism and Responsibility	Encourage employees to act in a professional manner, demonstrating a sense of responsibility and personal discipline.	12
22	Conformity	Emphasize the importance of being thorough and respect regulations and procedures at all times to ensure a high level of conformity.	28
23	Integrity	Relationships, actions, and decisions should be handled with integrity, honesty, and fairness.	6

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G- Result Orientation

24	Financial Strenght	Manage financial resources carefully to guarantee the organization's economic stability.	29
25	Shareholder Returns	Enhance organizational performance to maximize the earnings of shareholders.	19
26	Growth	Aim for steady growth of the organization.	30
27	Attaining Fixed Objectives	Invest in those efforts required to attain fixed objectives and target results.	7
28	Short Term Orientation	Give a lot of importance to the short term impact of decisions.	31
29	Long Term Orientation	Give a lot of importance to the long term impact of decisions.	20

H- External Impacts

30	Reputation	Uphold an enviable reputation among clients, suppliers, partners, and the community.	32
31	Leadership in the Field	Be recognized as a leading and model organization in the main area of activity.	13
32	Sustainable Development	Implement actions to ensure environmental protection and sustainable development.	8
33	Partnership	Promote a partnership approach with service suppliers, employees, clients, and peers.	33
34	Corporate Citizenship	Be a good corporate citizen by respecting legislation, creating employment, promoting cooperation, and participating in community development.	21

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Work Values

A- Relations with Authority

or	Status Orientation	Organizations which favour status orientation put a lot of importance on hierarchy, obedience, and respect toward the superior. Employees have limited decision-making discretion given that all the important decisions are taken by management.	
	Competency Orientation	Organizations which favour competency orientation put a lot of importance on equality and employees' involvement. Status corresponds to an individual's level of competency. Employees are accountable for their actions and have a great deal of decision-making autonomy.	

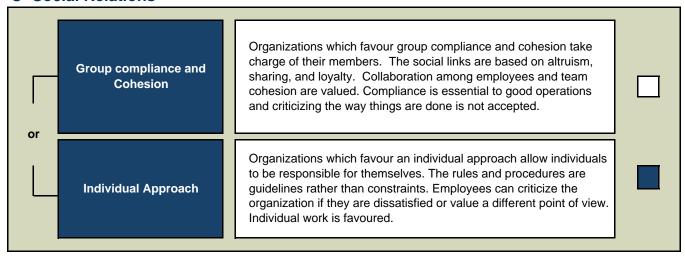
B- Uncertainty Management

Uncertainty Avoidance

Organizations which favour avoiding ambiguity put a lot of importance on rules, procedures, and clearly defined roles. As much as possible, all ambiguous situations are avoided. The environment has a strong influence. It is believed that controlling the environment is difficult or even impossible.

Organizations which favour challenging and shaping the environment do not hesitate to get involved in ambiguous, even uncertain, situations. They believe events can be shaped and that one must confront adversity. The strategies drive the actions.

C- Social Relations



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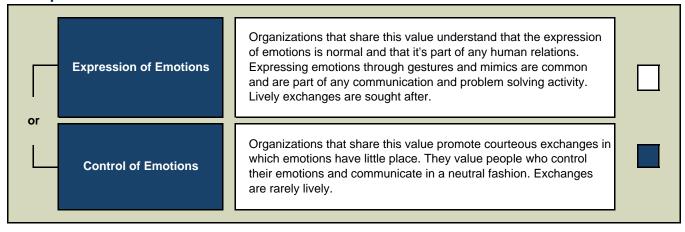
D-Interpersonal Communications

Organizations which favour diplomatic interpersonal communications promote modesty and humility in interpersonal **Diplomatic Interpersonal** exchanges. Interactions between employees are based on tact and Communication diplomacy. People are perceived as a "whole" and it is inappropriate to criticize them directly. or Organizations which favour direct interpersonal communications **Direct and Frank** promote franc exchanges. Self-confidence is valued and messages Interpersonal are transparent, clear, and direct, even when they are negative. People are seen as having several roles (employee, father/mother, Communication friend, etc.) which are independant from one another.

E- Agreement Management

Organizations which favour evolution in the agreements and **Evolution of Agreements** positions according to the situation believe that contracts evolve and Positions According to and must be modified based on the circumstances. The perception **Situations** of reality and truth varies according to people and situations. or Organizations which favour unconditional compliance with agreements and the sharing of common truth believe that contracts **Unconditional Compliance** are unalterable. They represent commitments that must be with Agreements and respected, whichever way a situation may evolve. They believe that **Sharing of a Common Truth** there is only one truth for all and that it is the foundation of a common understanding.

F- Expression of Emotions



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G- Time Notion

