



Time required:
45 minutes



Languages available:
French, English, and
Spanish



Administration:
Online 1 ranking question
and 40 multiple choice
questions




Correction time:
Instantaneous

The **ID-Values (Tvo)** is a tool that assesses the organizational and work values of an individual, a work group, or a company.

This tool identifies the fit between an organization's values and those of candidates or employees for selection or development purposes. This version assesses 34 organizational values as well as work values.

Benefits

- 
- Identifies the organization's values;
 - Draws a picture of the respondent's work values and the contexts in which they are comfortable working;
 - Ensures a better match between the individual and the organization;
 - Improves engagement and retention of employees in position based on their fit with the company's values (Person-Organization Fit).

Do you see what we **see** the potential



1.

Target audience

Any organization that wishes to focus on a strategic orientation centered on organizational values with their current and future employees.

2.

Contexts of use

Selection and retention of personnel

Allows you to identify the alignment between the values of an organization, a department, a team, and those of the candidates or employees.

Organizational development

Allows to identify the values present in the organization, within departments, teams, etc., and to validate the concordance with senior management or organizational values. This questionnaire also makes it possible to analyze other elements or sources of potential problems, such as a low retention or commitment rate, one or more sources of conflict between departments, poor adherence to the organization's culture or orientations, etc.

3.

Conceptual model

Numerous studies have demonstrated a direct link between the values of an organization and its effectiveness. The ID-Values was designed to measure the **degree of compatibility** (Person-Organization Fit) between the values of an individual or group of individuals and those of an organization in order to enable the organization to perform better.

The results of meta-analyses have shown that employees whose values are similar to those of their organization are likely to achieve greater satisfaction in their jobs and within the organization. These results in-turn lead to several favorable attitude and behavioral outcomes, including higher levels of employee engagement, better performance, and lower employee turnover.

4.

Types of reports

Four types of reports are available to show you different levels of results:

1. Individual Report;
2. Organizational and group report;
3. Benchmark Report;
4. Comparison report.

Get even more out of the ID-Values (Two)

Combine the ID-Values with the **ID-Personality** or **ID-Cognitive** to create a complete assessment solution.

Combine the ID-Values with an **engagement survey** or **training plans** for a professional development process.

Contact us to learn more about all our assessment solutions

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