

Noa Example



Introduction

Match-V measures basic human values. Values and value hierarchies vary between individuals and are important to the work context and the atmosphere in which an individual will thrive, since values set the motivational bases of attitudes and behaviour and determine what is important and ideal to us. Match-V gives an indication of what you value and strive for in an organisational setting and what you bring to the culture of a company.

What does my result mean?

For your result to be meaningful to you, it is compared to the results of a group of individuals who have also completed Match-V, a so-called norm group. Information regarding the norm group applied for interpretation of your results may be provided by your test administrator. The norm group constitutes a distribution of scores with each end of the scale being defined by describing adjectives of what individuals with that score usually values in an organisation. Your result is indicated by a colour mark.

Remember this when reading about your result

- Although the values measured by Match-V are important, there are other characteristics and circumstances that affect behaviour, performance and engagement in the workplace.
 - There may be positive and negative aspects of any results and any organisational fit.
 - The results should not be interpreted in absolute terms, they indicate how your values compare to others in a working context.
 - The combination of different values may affect each other. This is not taken into account in the feedback report.
 - The results may be influenced by several factors. For example, misunderstanding the instructions or lacking the motivation to give genuine responses to the questions may affect the results.
 - Test scores are never exact; there are many circumstances that can affect measurement accuracy and they are based on a comprehensive framework but will never capture the full complexity of your individual values.
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Status

Humble



Prestigious

Values:
Modesty, consensus,
equitable relationships

Values:
A clear career path, being in
charge, hierarchy

Achievement

Relaxed



Driven

Values:
Work-life-balance, realistic
goals, laid-back environments

Values:
Ambitious goals, perfection,
results

Pleasure

Industrious



Joyful

Values:
Seriousness, privacy,
professional appearance

Values:
Social activities, fun, informal
environments

Change

Stable



Adaptive

Values:
Continuity, consistency,
wellproven processes

Values:
Experimentation, innovation,
novelty

Curiosity

Focused



Curious

Values:
Clear priorities, instructions,
task-orientation

Values:
Knowledge, exploration, time
to immerse

Idealism

Pragmatic



Idealistic

Values:
Profitability, realism,
individuality

Values:
Charity, inclusiveness, the
greater good

Connection

Independent



Collaborative

Values:
Goal-orientation,
independence, clear
responsibilities and priorities

Values:
Community, helpfulness,
service mindset

Conformity

Autonomous



Compliant

Values:
Freedom, flexibility, influence

Values:
Standards, obedience,
structures

Security

Bold



Cautious

Values:
Excitement, unpredictability,
risks

Values:
Preparation, certainty,
reliability
