



VALUE ORIENTATIONS.

A Cognadev product.

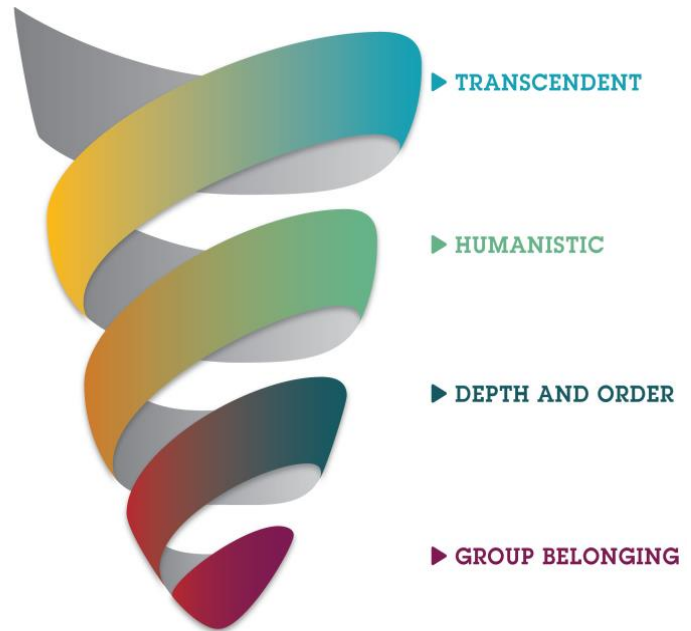
Holistic. Insightful. Effective.

The VO assesses a person's level of awareness, worldviews and the organising frameworks on which their perceptions, decisions, emotional responses and behaviour are based.

The benefits.

The VO reveals an individual's worldviews, their assumptions about life and perceptual orientations. Value systems represent core intelligences and act as a decision-making framework that guides behaviour and life choices. Value systems thus provide a structure for thinking, act as organizing principles, and guide an individual's modes of adaptation to the world.

- ▶ INTEGRATIVE
- ▶ PERFORMANCE
- ▶ ENERGETIC



Core aspects.

- Valid and reliable
- Automated reporting
- Quick and easy administration
- Sound theoretical foundation anchored in the work of leading theorists
- Applicable to individuals, but also companies (value audits)
- Applicable in diverse cultural environments
- Not easy to manipulate (relatively non-transparent items)
- Detailed strengths and weaknesses of profile combinations
- Indicators of stressors and characteristic stress-related behaviour

What you need to know.

Duration:	30 – 45 minutes.
Material:	Online values assessment.
Test language:	English.
Report:	Standard report or international report available in many languages.
Accreditation:	Required for administration, interpretation and feedback.

"We have used Cognadev's services extensively over the past few years. They have always given us efficient service and their staff has always maintained high levels of professionalism. We use the CPP throughout PwC and are even expanding its use into other regions in Africa. We have found it to be an invaluable tool that validates itself over and over. The VO also provides us with important insights into what motivates staff."

PwC, HR Manager