



VALUES INDEX

Achieving optimal performance is key. It is the driving force behind almost everything we do. As human beings, we possess a unique set of values – values that are inherent and drive our motivational style. Derived from years of research and study, Dr. Eduard Spranger and Dr Gordon Allport created the world’s most comprehensive index for scoring an individual’s innate values.

Why is the Values Index so widely used in contemporary organizations? Unlike other profilers or assessments, the Values Index measures what an individual deems as being a sense of accomplishment. When we know where our inherent values lie, we are much better positioned to seek positions where these values are available.

From an organizational standpoint, when we position an employee or manager in a position that do not align to his innate values, we are going to experience far less success than positioning that individual in a position where his roles and responsibilities align with his core values.

It may seem obvious to know what we value, however, as human beings, we all possess blind spots. This index unveils areas hidden in our blind spots. Those areas that clearly identify dimensions that we should be capitalizing upon. To maximize profits, all of our employees, managers, and leaders should be working in alignment to their core values. After all, it is our organizations profits that will be impacted.



How We Succeed To achieve maximum performance, we must understand what natural talents we possess, why we are motivated to use them, and how we prefer to use them. The **Values Index™** reflects on the why portion of the triology. By understanding why our leaders, managers, and staff are motivated to what they do, we are better prepared to align them most appropriately with their environment to capitalize on their innate passions. In turn, this directly impacts our company’s success rate.

Application & Validation The Values Index is useful for understanding how to motivate yourself and others by understanding the reasons that drive individuals for success. In employee development and coaching scenarios, this information is invaluable. The IMX Values Index is expert and fully validated; and exceeds standards set by the EEOC for validity and reliability.

Dr Jennifer Beaman is the Founder and Chief Executive Officer for the Association for Leadership Practitioners in Tulsa, Oklahoma, a subsidiary of Practitioners for Transformational Leadership, based out of southern California. Dr Beaman has been a strategic and management consultant for more than 25 years and has spent the past 13 years providing executive and leadership coaching into her practice. As a thought leader and published author, she volunteers her time to early entrepreneurs, start- ups, and doctoral students working on their dissertations. The Association for Leadership Practitioners is a WOSB and EDWOSB; and certified by SAM and D&B. To learn more about the Values Index and how it will help you maximize profits and improve your organizations teams or strategic presence, contacts us at: <http://www.forleadership.org>

