

Values Profile

Instructions:

1. There are ten unfinished sentences on each page, followed by seven possible endings. Assign values to each possible ending by assigning a distribution of 15 points in each group. For example, if one possible ending is your ideal ending, you may assign it all 15 points. Or, you may find a combination of points makes more sense to you, in which case you can divide the points between two or more possible endings, giving higher weight to those that make the most sense. You must use all 15 points in each unfinished sentence.
2. Write your answers next to each possible ending, and then follow the directions on the scoring sheet on page 5.

Questions:

1. I like a job in which:

- a) ___ loyalty and dedication are rewarded by job security, and the workers are treated fairly.
- b) ___ I make lots of money, people leave me alone, and I can do what I want, the way I want.
- c) ___ the most important thing is the well-being of the planet, it's inhabitants and all of nature.
- d) ___ everyone is like a family and takes care of each other, looking out for each others' well being
- e) ___ hard work and successes advance my career. I get promoted, reach my goals and I'm well-paid.
- f) ___ the needs of others and of culture come first. We are all equally responsible in creating a caring community.
- g) ___ I have the freedom to work in any area that interests me, as long as I don't harm others or the environment.

2. These words and phrases describe me best:

- a) ___ a human earthling dedicated to creating a survivable future in this Gaia-like network we cohabit.
- b) ___ lives for the moment; nobody tells me what to do; impulsive; all about earning respect.
- c) ___ inseparable from my people; sensitive to the spirit beings all around us; concerned with omens.
- d) ___ relying on feelings; to each his own; humanity-centered; believes in opportunity for all.
- e) ___ competitor; pragmatic; carefully weighs options; actively pursuing a better life.
- f) ___ strong moral convictions; patriot; standing up for truth and righteousness.
- g) ___ taking life as it is; loves variety; seeking deep understanding.

3. I prefer an organization that:

- a) ___ consistently treats all people by the same rules, and is dedicated to rooting out misbehavior.
- b) ___ lets me achieve maximum benefit without a bunch of rules, and treats me like I'm "somebody."
- c) ___ is environmentally and socially responsible and offers me an open and flexible place to learn and contribute.
- d) ___ pays attention to a global knowledge, acting based on nature's systems and earth's needs – not its own.
- e) ___ honors customs, traditions, seasonal holidays and rituals while protecting our family-like group.
- f) ___ takes care of the well-being of its people and communities so we can all live in greater harmony.
- g) ___ acts competitively and thinks strategically – is a leader in its field, on the way to the top.

4. Compensation and rewards should be determined by:

- a) ___ divvying up what we have between us, so we can stay fed and take care of our families.
- b) ___ contributions, based on competence, responsibility, knowledge and importance.
- c) ___ needs, and how much I work each day. Every man for himself. Don't cheat me or rip me off.
- d) ___ distribution among all people, equally, so opportunity benefits everyone – not just a select few.
- e) ___ performance, personal initiative, accomplishments and successes, and a willingness to compete and take risks.
- f) ___ an understanding and the protecting of the delicate web of all things that live and populate this earth.
- g) ___ loyalty, seniority, and the ability to meet the standard of living and to insure the security of the family,

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5. I determine my work priorities by:

- a) ___ doing as the elders have done, and following the customs of our ancestors to help our group stay together.
- b) ___ doing what I have to, to get whatever I want without giving in or conforming to rules.
- c) ___ my duty according to the instructions I received from my superiors. Doing what's right and proper.
- d) ___ my goals, career plan and results I get, as dictated by my desire to achieve the good things in life.
- e) ___ how I can be of service to others and the greater good so we can have greater social and economic justice.
- f) ___ whatever is interesting, useful and appropriate for me, right now, since I'm constantly learning.
- g) ___ the need to be involved in restoring the balance of nature all around the world, so all life can flourish.

6. The world is:

- a) ___ an ongoing battle between good and evil, true and false, in ultimate service to a higher power.
- b) ___ a jungle where only the toughest, strongest and most cunning will survive.
- c) ___ a delicately balanced living system with intertwined forces of existential realities to which we must adapt.
- d) ___ a magical world, teeming with spirits where there's honor in preserving tribal ways.
- e) ___ limitless and full of possibilities and opportunity for those who are willing and able to grow.
- f) ___ a community, where we must strive to live together, respecting each others' ways of life, while enjoying our own.
- g) ___ at risk, full of humans who are racing toward destruction unless we quickly learn to do more with less.

7. In an ideal world:

- a) ___ we are safe, knowing that the spirits of our ancestors watch over us, as we look out for each other.
- b) ___ I get everything I want, being heroic in conquest, so my name will live on forever.
- c) ___ good wins over evil and the faithful receive their just rewards for living with virtue.
- d) ___ I am successful and independent, while enjoying the finer things in life.
- e) ___ everybody joins hands to prosper equally, living in peace and togetherness as greed and want disappear.
- f) ___ I get to explore new areas that interest me and to experience all the things that I find amazing.
- g) ___ all things living cohabit the Earth in constant harmony as part of an interconnected system.

8. I'm usually criticized for:

- a) ___ being a power-seeker, who's self-centered and rebellious, ignoring authority and rocking the boat at every chance
- b) ___ materialistic and ambitious, sometimes using other people in a strategy to "win." A critical pragmatist.
- c) ___ too concerned with global issues and with doing the impractical and understanding the unexplainable.
- d) ___ overly-accommodating to others, and being uncertain according to my feelings at the moment.
- e) ___ judgmental, authoritarian, intolerant. Absolute, and a strong believer who sometimes becomes narrow-minded.
- f) ___ concerned with spirits, charms and spells. Dedicated to my own people and the ways of our tradition.
- g) ___ doing my own thing. Being detached and uncommitted, lacking in focus and obedience.

9. When under pressure, I:

- a) ___ seek the consultation of proper authorities, relying on our traditional values to see me through.
- b) ___ fight hard to survive in this world where I can't count on anyone but myself.
- c) ___ realized that the pressure has got me, and choose to either deal with it or remove it, even if it means changing.
- d) ___ adjust and adapt to the tasks at hand by integrating the contradictions, if possible.
- e) ___ seek out the help of my people/tribe, who I trust implicitly, and make peace with the ancestors and spirits.
- f) ___ calculate the situation and figure out how to maneuver people, things and situations to get back in control.
- g) ___ seek out the help of my friends, so, through introspection, we can process my fears and feelings.

10. My deepest beliefs and values:

- a) ___ come from the teachings of our elders and ancestors, passed down as traditions through the generations.
- b) ___ are about being strong and secure in my positions, no matter what, because I'd rather be dead than shamed.
- c) ___ come from my faith, and the solid foundation of truth and revealed in the Book.
- d) ___ are derived from my experience, since I have the power to create reality and shape tomorrow as I wish.
- e) ___ come from my understanding of the need for each to belong, share our feelings, and not to harm others.
- f) ___ are from within me, from many other sources of understanding this complex, ever-changing world.
- g) ___ emerge from knowing that we're all one, and all life is linked within our living system.

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11. In my job, it's less important that:

- a) ___ loyalty and dedication are rewarded by job security, and the workers are treated fairly.
- b) ___ I make lots of money, people leave me alone, and I can do what I want, the way I want.
- c) ___ the most important thing is the well-being of the planet, it's inhabitants and all of nature.
- d) ___ everyone is like a family and takes care of each other, looking out for each others' well being
- e) ___ hard work and successes advance my career. I get promoted, reach my goals and I'm well-paid.
- f) ___ the needs of others and of culture come first. We are all equally responsible in creating a caring community.
- g) ___ I have the freedom to work in any area that interests me, as long as I don't harm others or the environment.

12. These words and phrases describe me poorly:

- a) ___ a human earthling dedicated to creating a survivable future in this Gaia-like network we cohabit.
- b) ___ lives for the moment; nobody tells me what to do; impulsive; all about earning respect.
- c) ___ inseparable from my people; sensitive to the spirit beings all around us; concerned with omens.
- d) ___ relying on feelings; to each his own; humanity-centered; believes in opportunity for all.
- e) ___ competitor; pragmatic; carefully weighs options; actively pursuing a better life.
- f) ___ strong moral convictions; patriot; standing up for truth and righteousness.
- g) ___ taking life as it is; loves variety; seeking deep understanding.

13. It's less important to me that an organization:

- a) ___ consistently treats all people by the same rules, and is dedicated to rooting out misbehavior.
- b) ___ lets me achieve maximum benefit without a bunch of rules, and treats me like I'm "somebody."
- c) ___ is environmentally and socially responsible and offers me an open and flexible place to learn and contribute.
- d) ___ pays attention to a global knowledge, acting based on natures systems and earth's needs – not its own.
- e) ___ honors customs, traditions, seasonal holidays and rituals while protecting our family-like group.
- f) ___ takes care of the well-being of its people and communities so we can all live in greater harmony.
- g) ___ acts competitively and thinks strategically – is a leader in its field, on the way to the top.

14. Compensation and rewards should be influenced least by:

- a) ___ divvying up what we have between us, so we can stay fed and take care of our families.
- b) ___ contributions, based on competence, responsibility, knowledge and importance.
- c) ___ needs, and how much I work each day. Every man for himself. Don't cheat me or rip me off.
- d) ___ distribution among all people, equally, so opportunity benefits everyone – not just a select few.
- e) ___ performance, personal initiative, accomplishments and successes, and a willingness to compete and take risks.
- f) ___ an understanding and the protecting of the delicate web of all things that live and populate this earth.
- g) ___ loyalty, seniority, and the ability to meet the standard of living and to insure the security of the family,

15. My work priorities are least determined by:

- a) ___ doing as the elders have done, and following the customs of our ancestors to help our group stay together.
- b) ___ doing what I have to, to get whatever I want without giving in or conforming to rules.
- c) ___ my duty according to the instructions I received from my superiors. Doing what's right and proper.
- d) ___ my goals, career plan and results I get, as dictated by my desire to achieve the good things in life.
- e) ___ how I can be of service to others and the greater good so we can have greater social and economic justice.
- f) ___ whatever is interesting, useful and appropriate for me, right now, since I'm constantly learning.
- g) ___ the need to be involved in restoring the balance of nature all around the world, so all life can flourish.

16. I don't believe the world is:

- a) ___ an ongoing battle between good and evil, true and false, in ultimate service to a higher power.
- b) ___ a jungle where only the toughest, strongest and most cunning will survive.
- c) ___ a delicately balanced living system with intertwined forces of existential realities to which we must adapt.
- d) ___ a magical world, teeming with spirits where there's honor in preserving tribal ways.
- e) ___ limitless and full of possibilities and opportunity for those who are willing and able to grow.
- f) ___ a community, where we must strive to live together, respecting each others' ways of life, while enjoying our own.
- g) ___ at risk, full of humans who are racing toward destruction unless we quickly learn to do more with less.

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17. In an ideal world, it's not so important that:

- a) ___ we are safe, knowing that the spirits of our ancestors watch over us, as we look out for each other.
- b) ___ I get everything I want, being heroic in conquest, so my name will live on forever.
- c) ___ good wins over evil and the faithful receive their just rewards for living with virtue.
- d) ___ I am successful and independent, while enjoying the finer things in life.
- e) ___ everybody joins hands to prosper equally, living in peace and togetherness as greed and want disappear.
- f) ___ I get to explore new areas that interest me and to experience all the things that I find amazing.
- g) ___ all things living cohabit the Earth in constant harmony as part of an interconnected system.

18. I'm seldom criticized for:

- a) ___ being a power-seeker, who's self-centered and rebellious, ignoring authority and rocking the boat at every chance
- b) ___ materialistic and ambitious, sometimes using other people in a strategy to "win." A critical pragmatist.
- c) ___ too concerned with global issues and with doing the impractical and understanding the unexplainable.
- d) ___ overly-accommodating to others, and being uncertain according to my feelings at the moment.
- e) ___ judgmental, authoritarian, intolerant. Absolute, and a strong believer who sometimes becomes narrow-minded.
- f) ___ concerned with spirits, charms and spells. Dedicated to my own people and the ways of our tradition.
- g) ___ doing my own thing. Being detached and uncommitted, lacking in focus and obedience.

19. When under pressure, I rarely:

- a) ___ seek the consultation of proper authorities, relying on our traditional values to see me through.
- b) ___ fight hard to survive in this world where I can't count on anyone but myself.
- c) ___ realized that the pressure has got me, and choose to either deal with it or remove it, even if it means changing.
- d) ___ adjust and adapt to the tasks at hand by integrating the contradictions, if possible.
- e) ___ seek out the help of my people/tribe, who I trust implicitly, and make peace with the ancestors and spirits.
- f) ___ calculate the situation and figure out how to maneuver people, things and situations to get back in control.
- g) ___ seek out the help of my friends, so, through introspection, we can process my fears and feelings.

20. Few of my deepest beliefs and values:

- a) ___ come from the teachings of our elders and ancestors, passed down as traditions through the generations.
- b) ___ are about being strong and secure in my positions, no matter what, because I'd rather be dead than shamed.
- c) ___ come from my faith, and the solid foundation of truth and revealed in the Book.
- d) ___ are derived from my experience, since I have the power to create reality and shape tomorrow as I wish.
- e) ___ come from my understanding of the need for each to belong, share our feelings, and not to harm others.
- f) ___ are from within me, from many other sources of understanding this complex, ever-changing world.
- g) ___ emerge from knowing that we're all one, and all life is linked within our living system.

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Tabulation

You've rated the statements from 1-10 and 11-20. They are encoded by the letters shown below. Enter the numbers from each question into the boxes below. Next, total up all the points for each letter group from section 1-10 and section 11-20 and enter them in the tabulation box below.

| | | | |
|---|---|----|----|
| | 1 | 11 | |
| A | | | DQ |
| B | | | CP |
| C | | | HU |
| D | | | BO |
| E | | | ER |
| F | | | FS |
| G | | | GT |

| | | | |
|---|---|----|----|
| | 2 | 12 | |
| A | | | HU |
| B | | | CP |
| C | | | BO |
| D | | | FS |
| E | | | ER |
| F | | | DQ |
| G | | | GT |

| | | | |
|---|---|----|----|
| | 3 | 13 | |
| A | | | DQ |
| B | | | CP |
| C | | | GT |
| D | | | HU |
| E | | | BO |
| F | | | FS |
| G | | | ER |

| | | | |
|---|---|----|----|
| | 4 | 14 | |
| A | | | BO |
| B | | | GT |
| C | | | CP |
| D | | | FS |
| E | | | ER |
| F | | | HU |
| G | | | DQ |

| | | | |
|---|---|----|----|
| | 5 | 15 | |
| A | | | BO |
| B | | | CP |
| C | | | DQ |
| D | | | ER |
| E | | | FS |
| F | | | GT |
| G | | | HU |

| | | | |
|---|---|----|----|
| | 6 | 16 | |
| A | | | DQ |
| B | | | CP |
| C | | | HU |
| D | | | BO |
| E | | | ER |
| F | | | FS |
| G | | | GT |

| | | | |
|---|---|----|----|
| | 7 | 17 | |
| A | | | BO |
| B | | | CP |
| C | | | DQ |
| D | | | ER |
| E | | | FS |
| F | | | GT |
| G | | | HU |

| | | | |
|---|---|----|----|
| | 8 | 18 | |
| A | | | CP |
| B | | | ER |
| C | | | HU |
| D | | | FS |
| E | | | DQ |
| F | | | BO |
| G | | | GT |

| | | | |
|---|---|----|----|
| | 9 | 19 | |
| A | | | DQ |
| B | | | CP |
| C | | | GT |
| D | | | HU |
| E | | | BO |
| F | | | ER |
| G | | | FS |

| | | | |
|---|----|----|----|
| | 10 | 20 | |
| A | | | BO |
| B | | | CP |
| C | | | DQ |
| D | | | ER |
| E | | | FS |
| F | | | GT |
| G | | | HU |

| | | | | | | | |
|-------|----------|----------|--------|----------|--------|---------|---------|
| | GT Pts | ER Pts | CP Pts | BO Pts | DQ Pts | FS Pts | HU Pts |
| Col 1 | _____ | _____ | _____ | _____ | _____ | _____ | _____ |
| Col 2 | _____ | _____ | _____ | _____ | _____ | _____ | _____ |
| | 7 Yellow | 5 Orange | 3 Red | 2 Purple | 4 Blue | 6 Green | 8 Trqse |