



WINDOW ON WORK  
VALUES (WOWV) PROFILE

# Align Values to Build Unbreakable Trust

When personal and organisational values align, teams thrive. Misalignment costs trust and talent.

## Teams using WoV:

*"...we operate with trust, have greater understanding of others' priorities and can be more effective"*



### Trusted Science

Forty years of research underpinning everything we do.



### Smart Technology

Unlocking that research and powering innovation.



### Human Insight

Real understanding of people that improves how teams collaborate.

**2.5M+**  
PROFILES

**190**  
COUNTRIES

**40+**  
YEARS OF RESEARCH

**8**  
CORE VALUE TYPES

## What the Window on Work Values (WoWV) Profile enables

|                                                                                                                                                                                                                                                                                                                                                                          |                                                                                                                                                                                                                                                                                                                                                                       |                                                                                                                                                                                                                                                                                                                                                               |
|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
|  <p><b>Values Alignment &amp; Culture</b></p> <ul style="list-style-type: none"> <li>✓ Map individual and collective values across the team</li> <li>✓ Identify and resolve value-based conflict sources</li> <li>✓ Create authentic team charters reflecting shared purpose</li> </ul> |  <p><b>Change &amp; Merger Integration</b></p> <ul style="list-style-type: none"> <li>✓ Diagnose cultural fit before and after integration</li> <li>✓ Navigate values friction in cross-functional teams</li> <li>✓ Build inclusive cultures where diverse values coexist</li> </ul> |  <p><b>Trust &amp; Retention</b></p> <ul style="list-style-type: none"> <li>✓ Surface why people disengage (values misalignment)</li> <li>✓ Build trust by making what matters explicit and shared</li> <li>✓ Reduce turnover by closing the values-culture gap</li> </ul> |
|  <p><b>Window on Work Values Model</b></p> <p>Visual model spanning Self/Group Focus and Organisational Constraint/Freedom axes, revealing eight core value types that shape workplace behaviour.</p>                                                                                   |  <p><b>Values Alignment Report</b></p> <p>Side-by-side analysis of personal and organisational values, highlighting congruence, tension points and engagement implications.</p>                                                                                                      |  <p><b>Shared Values &amp; Team Charter Framework</b></p> <p>Facilitation framework for building shared purpose statements, team charters and values-led decision protocols.</p>                                                                                           |

## How it works: simple, relatable, evidence-based

|                                                                                                                                                                                                                                                                                 |                                                                                                                                                                                                                                                                            |                                                                                                                                                                                                                                                                                                                         |
|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <p><b>01</b></p> <p><b>Complete the online assessment</b></p>  <p>Each team member completes the online WoWV questionnaire, which builds a research-backed profile of their work values.</p> | <p><b>02</b></p> <p><b>Receive your personalised WoWV report</b></p>  <p>Detailed insights into which work values you prioritise, and the language to talk about it with your team.</p> | <p><b>03</b></p> <p><b>Co-create your values culture</b></p>  <p>Use WoWV insights to surface the values teams need to work well together, understand differences, and design team charters and behaviours that shape culture.</p> |
|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|

“ The leadership team are more constructive as we operate with trust, have greater understanding of others' priorities and can be more effective as a result.

HR Team Leader

### — GET STARTED

#### Build a culture of genuine values alignment

Strong cultures start with clarity on what matters.  
Contact us for pricing or a sample WoWV report.



**Enquire now**

+61 (07) 3368 2333



**Learn more**

[www.TMS.Global](http://www.TMS.Global)

TRUSTED SCIENCE · SMART TECHNOLOGY · HUMAN INSIGHT

*Igniting Human Potential at Work*

© Team Management Systems IP Pty Ltd, 2026. Published by TMS Global · All rights reserved.

