

Work Expectations Profile Group Report

PROFILE SUMMARY

Overview	page 2
Describes the purpose of the report and offers suggestions for its use.	
Your Work Expectations Group Gap Analysis	page 3
A bar graph allows you to compare the importance of your group's expectations with the degree to which those expectations are met. This table will help you prioritize your facilitation.	

EXPECTATION CATEGORY GROUP DATA

This section provides detailed group data on each of the 10 categories of Work Expectations, including the following:

- item and scale averages
- a comparison of your group's average scale score to the normative sample so that you can understand how your group compares with workers outside the organization or group
- the percentage of individuals responding in each response category for every item
- a bar graph that shows the percentage of respondents who rated the expectation as Completely or Mostly Unmet, Somewhat Met, and Completely or Mostly Met

Autonomy	page 4
The desire to have the independence to make decisions about how to do your job.	
Balance	page 5
A focus on both personal and professional goals and the desire for coworkers and supervisors to understand the importance of one's personal commitments.	
Career Growth	page 6
The desire to make progress toward career goals.	
Diversity	page 7
The desire to work with others from a variety of backgrounds with different points of view.	
Environment	page 8
An emphasis on the quality of the social and physical environment at work.	
Expression	page 9
The desire to express one's identity, values, and creativity through one's work.	
Recognition	page 10
The desire for a work environment where good work is acknowledged and rewarded.	
Stability	page 11
The desire for job security and an environment that remains relatively unchanged.	
Structure	page 12
The desire for clear instructions about what to do, how to do it, and what resources are available.	
Teamwork	page 13
The desire to make group collaboration a highly valued and commonly used method.	