Identify the values

of employees and applicants with views

Increase employee motivation

Employee motivation is a critical success factor for companies. Selecting the right fit in terms of corporate values and motivation structure is a key challenge in the recruitment process.

Employee motivation is also important in development. Motivation analysis offers a starting point from which an employee's performance and competencies can be developed further. This is particularly relevant in situations in which the employee acts in a spontaneous and subconscious way, or where there is a strong correlation between the professional role and an individual's personal values.

The *views* questionnaire can help you efficiently and reliably identify the motives and values of your employees and applicants.

Basis

views is an adaptive questionnaire system that covers individual, job-related values, motives and interests. *views* uses the adalloc™ adaptive measurement technology developed by cut-e. This technology allows a highly sophisticated profile of personal values to be created with a very short questionnaire.

views is based on a model made up of 18 values, grouped into three areas: objectives; relationships; and environment. The model underlying *views* has been developed to specifically measure occupationally relevant values, motives and interests in order to assess the 'cultural fit' of a person with a company, department or team.

views model

Objectives	Relationships	Environment
● Professional challenge ● Recognition of performance ● Financial reward ● Security ● Fun while working ● Identification	● Harmony ● Honesty ● Cooperativeness ● Integrity ● Fairness ● Hierarchy	● Structuring ● Rate of change ● Development opportunities ● Absence of stress ● Influence possibilities ● Working environment

Process and administration

Processes can be managed either by cut-e or by clients autonomously. Many different functions are available for entering and adding projects and candidates, for sending emails and creating various reports.

Questionnaire

The questionnaire identifies 18 dimensions, each through six statements. Thanks to the innovative adalloc™ measurement technology, the statements are grouped into blocks with three statements each, which then have to be differently weighed up by the candidate. This creates sophisticated and valid profiles with a completion time of approximately. 15 minutes. The simple answering format and short completion time ensure high user acceptance and lower drop-out rates compared to traditional approaches.

Screenshots: views
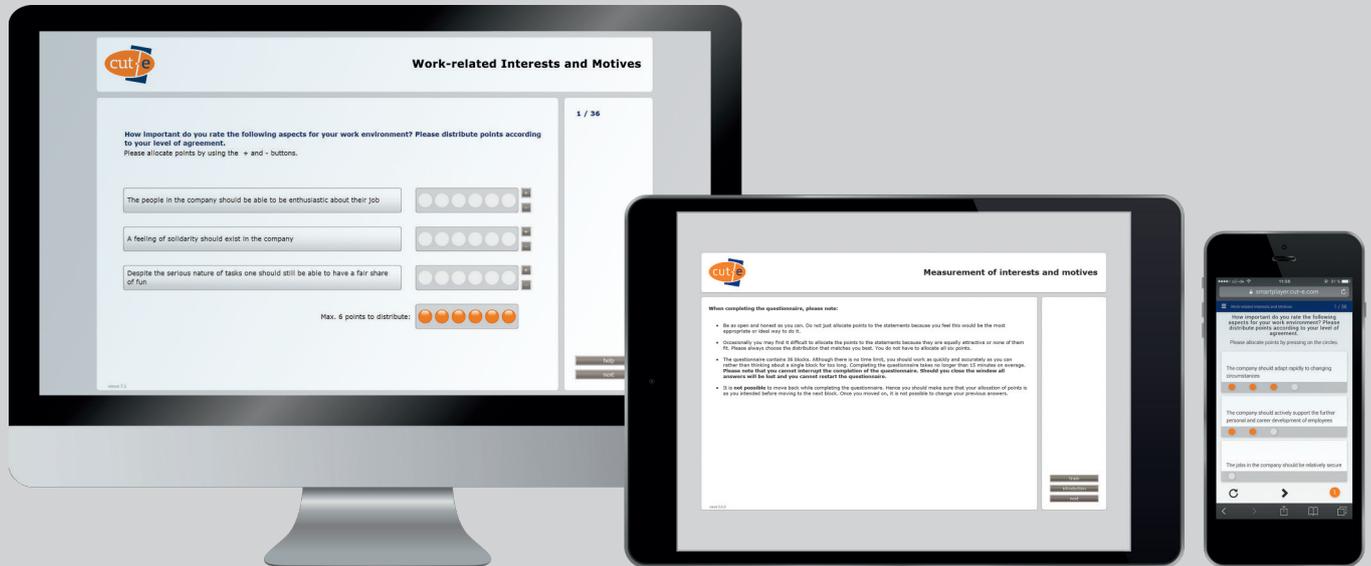
Results

The results can be called up easily online. They are arranged clearly in a profile chart or, alternatively, narrative reports can be generated.

Available languages
The system, assessments and reports are available in many languages. Additional languages can be requested.

Available norm groups
We continually update and add to the international and local sets of norm groups.

For more information, articles and interviews about *views* and personality questionnaires, please visit:
www.cut-e.com/online-assessment/values-questionnaires

About cut-e: Founded in 2002, cut-e (pronounced 'cute') provides online tests, questionnaires and gamified assessments. In May 2017, global professional services firm Aon plc acquired cut-e and integrated the company into its global talent solution. cut-e and Aon, as Aon Assessment Solutions, undertake 30 million assessments each year in 90 countries and 40 languages.

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