

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 adaloc™ adaptive measurement technology developed by Aon. 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.



Key features use

- Approximately 20 minutes duration
- Effective as part of online pre-employment screening, on-the-job development and corporate citizenship strategies
- Results available online
- High user acceptance
- Lower drop-out rates

Administration

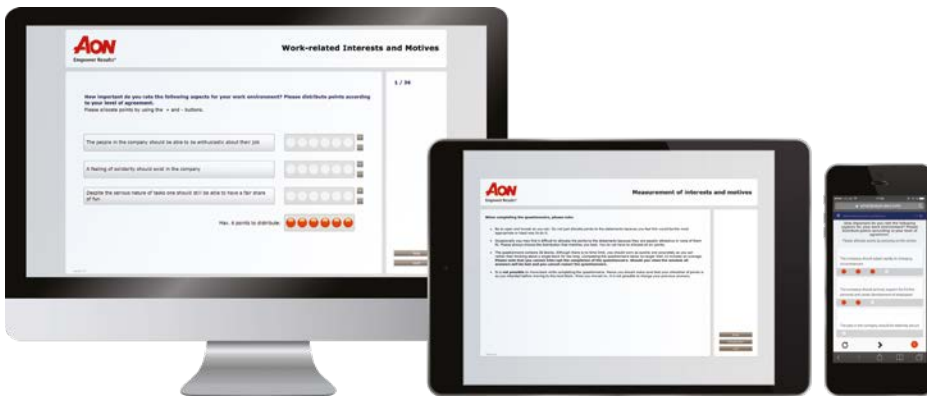
- Managed by either Aon or by clients autonomously

Process and administration

Processes can be managed either by Aon 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 adaloc™ 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.



Results

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

views model

Objectives	Relationships	Environment
<ul style="list-style-type: none"> Professional challenge Recognition of performance Financial reward Security Fun while working Identification 	<ul style="list-style-type: none"> Harmony Honesty Cooperativeness Integrity Fairness Hierarchy 	<ul style="list-style-type: none"> Structuring Rate of change Development opportunities Absence of stress Influence possibilities Working environment

We're here to empower results.

To learn more about views, visit assessment.aon.com



Multiple languages

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



Norm groups

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