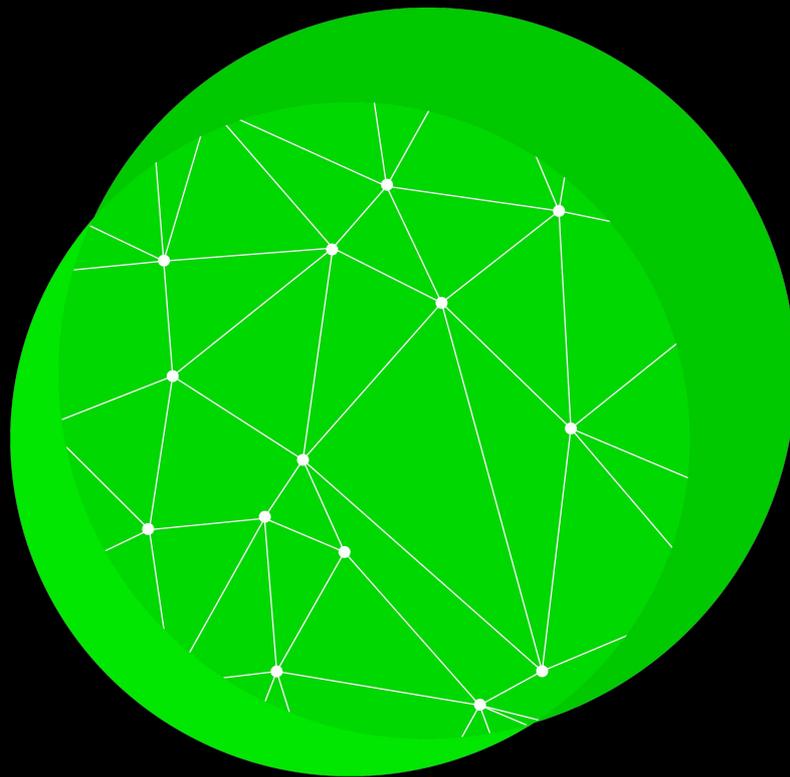


ASCEND

DEFINIE YOUR ORGANIZATIONAL CULTURE WITH

# MATCH V



ASSESSIO

## MATCH-V: CHECK LIST

This checklist helps you choose which scales in Match-V are the most important to describe your culture. Each scale has a rating from 0-10 with descriptions on either end of the scale. Mark the description that best corresponds with your culture. Choose the middle option, 5, if a balance between the two descriptions best describes your culture.

You also have the option to choose which scales are the most important and least important by indicating whether they should be ranked "High", "Average" or "Low". Where "High" indicates that it is particularly important and vice versa. For more information regarding the seven scales, please see page 3.

### **NEED FOR CHANGE**

<b>Tradition</b> <i>stability, structure, routine</i>		<b>NEED FOR CHANGE</b>						<b>Innovation</b> <i>autonomy, excitement, change</i>		
0	1	2	3	4	5	6	7	8	9	10

### **NEED FOR STATUS**

<b>Humble</b> <i>low-key, consensus, equitable relationships</i>		<b>NEED FOR STATUS</b>						<b>Prestige</b> <i>being respected, recognition, leading</i>		
0	1	2	3	4	5	6	7	8	9	10

### **NEED FOR PLEASURE**

<b>Productivity</b> <i>hard working, disciplined, productive</i>		<b><u>NEED FOR PLEASURE</u></b>						<b>Pleasure</b> <i>playful, adventurous, spontaneous</i>		
0	1	2	3	4	5	6	7	8	9	10

### NEED FOR ACHIEVEMENT

Relaxation

*content, satisfied, stable*

Ambition

*execution, outcome oriented, detail-oriented*

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0      1      2      3      4      5      6      7      8      9      10

### NEED FOR CURIOSITY

Pragmatism

*practical, realistic, tactical*

Curiosity

*inquisitive, learning, strategic*

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0      1      2      3      4      5      6      7      8      9      10

### NEED FOR CONNECTION

Independence

*independent, self-sufficient, empowerment*

Collaboration

*team-oriented, sociable, interactive*

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0      1      2      3      4      5      6      7      8      9      10

### NEED FOR INTEGRITY

Expedience

*flexible, rule-breaking, agile*

Principles

*people-oriented, trustworthy, ethical*

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0      1      2      3      4      5      6      7      8      9      10

# THE 7 SCALES OF MATCH-V

## **NEED FOR CHANGE**

High scorers are motivated to seek out autonomy, excitement, change, and novelty. Low scorers, on the other hand, are more motivated by stability, structure, routine, and tradition. High scorers value uncertainty and ambiguity, and will prefer roles where they are able to take risks. Low scorers value stability, continuity, and familiarity, and will be most comfortable in positions with a clear hierarchy.

## **NEED FOR STATUS**

High scorers are motivated by gaining social prestige, recognition from others, and leading. Low scorers are motivated by cooperation, and being part of the team. High scorers value being in positions of power, being respected, and having others look up to them. Low scorers value consensus and equitable relationships, and have no need for control or power.

## **NEED FOR PLEASURE**

High scorers are motivated by instant gratification and enjoyment. Low scorers will not be as motivated to pursue pleasure or self-indulgence, instead preferring more serious activities and values. High scorers value activities in which they can mix business and pleasure and they will want to be in an environment that is stimulating, fun, and entertaining. Low scorers value formality, being prudent, and even frugal.

## **NEED FOR ACHIEVEMENT**

High scorers are deeply interested in and motivated by gaining mastery and becoming experts. Low scorers are satisfied and content with themselves, and often motivated by other interests. High scorers value seeing progress and attainment, enjoy order, and are comfortable working in well-defined ways to grow their capability. Low scorers value the direction of capable leaders, preferring environments that champion teamwork and loyalty.

## **NEED FOR CURIOSITY**

High scorers are self-directed and stimulated by new places, people, and ideas. They value exploring, finding things out, and using their imaginations. Low scorers in contrast prefer continuity, predictability, and what is already known. High scorers will want to be in positions that enable learning and the chance to experiment and try new things. Low scorers have little need for novelty and will be more satisfied in roles that afford them stability.

## **NEED FOR CONNECTION**

High scorers are motivated by their need to connect with others, to care for others, and to be around people. Low scorers are motivated by their need for their own space and prefer to focus on their responsibilities and work. High scorers value being in roles that require socializing, working on teams, and staying close to people. Low scorers have less need for connection and may prefer to work alone.

## **NEED FOR INTEGRITY**

High scorers are motivated to display acts of altruism, live by a strong moral code, and act on their principles. Low scorers by contrast are motivated to put themselves first, adopt a flexible approach to right and wrong, and challenge existing norms and structures. High scorers value principles and living in accordance to their morals. Low scorers value pragmatism and flexibility.