

# FACT SHEET - ONLINE TEST

## IWVS™

The Integrative Work Value Scale (IWVS) is a psychometric test that provides an overview of the degree of importance an individual assigns to a set of 12 work-related values. The online test also positions the respondent in relation to three broad dimensions of work values: intrinsic, extrinsic, and status-related.

### FORMAT

47 questions

### PRICE

\$60

### DURATION

15 minutes

### LANGUAGES AVAILABLE

French  
English

## EVALUATED DIMENSIONS

- ▶ Intellectual stimulation
- ▶ Variety
- ▶ Development
- ▶ Creativity
- ▶ Altruism
- ▶ Cooperation
- ▶ Job security
- ▶ Compensation
- ▶ Flexibility
- ▶ Comfort at work
- ▶ Authority
- ▶ Prestige
- ▶ Intrinsic
- ▶ Extrinsic
- ▶ Status

## PSYCHOMETRIC QUALITIES

- ▶ Norms : The IWVS was validated in 2022 with a normative sample of 479 Quebec adults.
- ▶ Fidelity : The internal consistency of the value scales, estimated using Cronbach's alpha coefficients, ranges from 0.73 to 0.94.
- ▶ Validity : Content and theoretical validity were confirmed, with expected correlations with personality traits and a well-established factorial structure (CFI = 0.95; RMSEA = 0.04).

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