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VALUES WEIGHTING SCALE

The Value Weighting Scale is designed to help you visualize the values you hold in the highest regard in comparison to the ones that are the least important. Ranking of importance would be 5 (Highest Value) to 1 (Lowest Value).

Example Chart:

Values	Evaluation Items		
	Alley	Jim	Michael
Ability to Make Telephone Calls	5 / 25	3 / 15	1 / 5
Sales Experience	4 / 16	5 / 20	3 / 12
Paperwork Proficiency	3 / 9	3 / 9	5 / 15
Total Value Rate	50	44	32

Say for example you were interested in comparing candidates for your new sales position. From left to right you would list the names of the individuals that you would like to evaluate. In descending order you would then list the values that you consider most important for a candidate to possess. The most important value should be listed at the top and the least important value at the bottom.

On a scale of 5 to 1 you would give each candidate a numerical value in accordance to how you perceive their ability in a certain value set. For example if you believe that Alley is extremely good at making phone calls you would give her a value of 5 under "Ability to Make Telephone Calls". However, if you believe that Michael is very poor at making calls you could give him as little as a value of 1. With each new skill set that you have attributed to the values you are considering you will need to apply a numerical value of 5 to 1 to that skill set. Each Value is then reassessed a numerical value by using value multiples that descend from 5 to 3 in our example above. The sum of those numerical values is applied to a final value score.
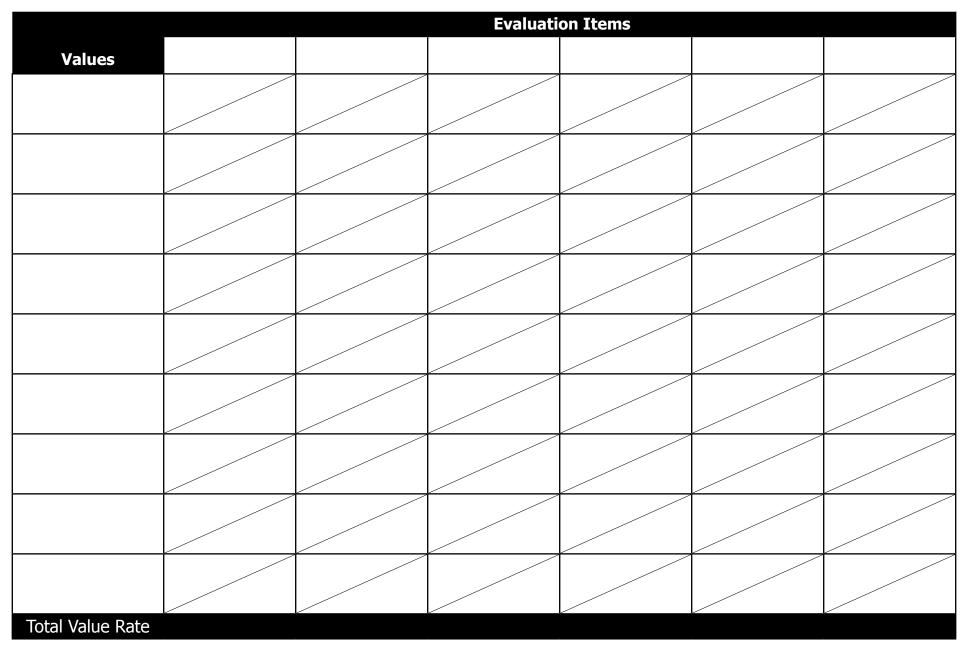
For example: Alley is scored a numerical value of 5 for her ability to make calls which gives that skill set a total reassessed numerical value of 25. (5x5=25) Her sales experience is given a numerical value of 4 which gives that skill set a reassessed numerical value of 16. (4x4=16) and her final numerical value for paperwork is given a 3 which gives that skill set a reassessed numerical value of 9. (3x3=9). Therefore her total value is rated a 50. (25+16+9=50) The one with the highest final score is your best candidate according to your valuations.

After completing your totals you now have something to ponder. It is values based and thus much better than the usual pro and con listing. This Values Weighting Scale can be applied to any area that you want to give serious evaluation. A blank one is included. You can print it out and do the calculations yourself or fill in the blanks and allow the PDF to run the calculations for you. If you are going to print it out and do the calculations make sure to note that there are nine spaces in the blank Value Weighting Scale so the value multiples descend from 9 to 1. While your evaluation scores should always be limited to scores ranging from 5 to 1.

Call if you have questions.

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Values	Evaluation Items					
Total Value Rate						