

An inventory of goals and preferences for occupation, team and organisational fit.

Features and Benefits

The MVPI is the only personality inventory with all these essential features:

- Based on motivational constructs from 80 years of research
- Identifies core values
- Emphasizes workplace applications
- Assesses the fit between a person's values and the organisation's climate
- An exceptional tool for employee coaching, managing, and rewarding
- No invasive or intrusive items
- Interpretive reports
- Career Compass Reports
- Graphic Reports
- Internet on-line testing available

Scales and Interpretation

The Motives, Values, Preferences Inventory (MVPI) reveals a person's core values. It identifies what a person wants to do rather than what a person may do in certain situations. These values are assessed on 10 motive scales.

Recognition motives reflect responsiveness to attention, approval, praise, and a need to be recognized.

Power motives are associated with a desire for success, accomplishment, status, competition, and control.

Hedonistic motives produce an orientation for fun, pleasure, and enjoyment.

Affiliation motives are associated with a desire for and enjoyment of social interaction.

Altruistic motives involve concerns about the welfare of others, especially the less fortunate, a desire to help them, and to contribute to the development of a better society.

Tradition motives are typically expressed in terms of a dedication to ritual, history, spirituality, and old-fashioned values.

Security motives reflect a desire for certainty, predictability, order, and control in ones life.

Commerce motives reflect an interest in business and business-related matters such as accounting, marketing, management, and finances.

Aesthetics motives are associated with an interest in art, literature, music, the humanities, and a lifestyle guided by culture, good taste, and attractive surroundings.

Science-motives are associated with a desire for knowledge, an enthusiasm for new and advanced technologies, and a curiosity about how things work.

Applications

The MVPI is used in three ways: career planning, assessing person-environment fit, and team development.

- Assist persons in formulating strategies for their careers by clarifying the areas of interest they should pursue.
- Assess the fit between employees and organizational culture--people are happiest working in environments that are compatible with their core values.
- Evaluate the compatibility of staff members based on their motives to ensure that everyone is striving toward the same goal.

Additional Information

We can answer any questions you may have about the Hogan Assessment Materials, including the MVPI Leadership Forecast Values Report.

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