

An inventory of goals and preferences for work, education, and life.

Features and Benefits

- 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 organization's climate
- An exceptional tool for employee coaching, managing, and rewarding
- No invasive, intrusive, or disability-related items
- Computerized interpretive reports
- On-site computerized scoring
- Internet on-line testing is 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.

- Aesthetic** motives are associated with an interest in art, literature, music, the humanities, and a lifestyle guided by culture, good taste, and attractive surroundings.
- 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.
- Commercial** motives reflect an interest in business and business-related matters such as accounting, marketing, management, and finances.
- Hedonistic** motives produce an orientation for fun, pleasure, and enjoyment.
- Power** motives are associated with a desire for success, accomplishment, status, competition, and control.
- Recognition** motives reflect responsiveness to attention, approval, praise, and a need to be recognized.
- Scientific** motives are associated with a desire for knowledge, an enthusiasm for new and advanced technologies, and a curiosity about how things work.
- Security** motives reflect a desire for certainty, predictability, order, and control in one's life.
- Tradition** motives are typically expressed in terms of a dedication to ritual, history, spirituality, and old-fashioned values.

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.

Support Materials

Hogan Assessment Systems offers computerized software, individualized and customized support materials and services to make the MVPI as valuable an assessment tool as possible.

Manual and Specimen Sets

The 1996 manual for the MVPI provides a comprehensive discussion of the inventory. It is an invaluable guide to the test interpretation and research.

Specimen sets are available for those considering first time use of the MVPI. Specimen sets include a manual, reusable test booklet, prepaid answer sheet, and a sample report.

Ordering Information

We are ready to answer any questions you may have about our assessment materials and scoring services. For more information on the MVPI call: 800-261-2912

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