

INTERPRETING MVPI SUBSCALES

The Motives, Values, Preferences Inventory (MVPI) identifies the core goals, drivers, and interests that determine what kind of work people find fulfilling, how they fit into an organization, and what gets them out of bed and to the office each day.

The MVPI consists of 10 primary scales, which are further divided into five subscales or item themes. The MVPI item themes provide additional interpretive power by categorizing participants' responses to the questions that compose each MVPI scale.

SCORING

The MVPI contains 200 items in the form of statements with which respondents indicate whether they agree, are uncertain, or disagree. Each of the MVPI's 10 scales contains 20 items. These 20 items fit into five themes: Lifestyles, Beliefs, Occupational Preferences, Aversions, and Preferred Associates. Each MVPI scale is comprised of these same five item themes.

The following are definitions and sample items for each of the item themes:

ITEM THEME	DESCRIPTION	SAMPLE ITEM
Lifestyles	The manner in which a person would like to live	If I could afford it, I would spend my life vacationing
Beliefs	"Shoulds", ideals, and ultimate life goals	Times may change, but our traditions should not
Occupational Preferences	The work an individual would like to do, what constitutes a good job, and preferred work materials	I would enjoy working as a financial analyst
Aversions	Reflects attitudes and behaviors that are either disliked or distressing	I dislike it when people break with established traditions
Preferred Associates	The kind of people desired as coworkers and friends	Most of my friends are interested in art

Item themes are comprised of three, four, or five items. Item responses are scored on a three-point system: one for Disagree, two for Uncertain, and three for Agree. As a result, most MVPI item theme scores range from 4 to 12, but some have ranges of 3 to 9 or 5 to 15, depending on the number of items in the item theme.

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Like the Hogan Personality Inventory (HPI) subscales, the MVPI item themes are a powerful tool to enhance the interpretation and application of the MVPI.

When interpreting MVPI item themes, look for *trends* or *inconsistencies*. A *trend* indicates all high, all middle, or all low item theme scores for a main scale. When you detect a *trend*, the item theme scores are not likely to provide additional interpretive depth, so your interpretation can remain at the scale level. An *inconsistency* exists when one or a few of the item theme scores differ from the same scale’s other item theme scores. A profile with *inconsistencies* can lead to a different or enhanced interpretation of the main scale score. For example, a participant may have very low Occupational Preferences and Preferred Associates scores on Science, but high scores on the remaining three Science item themes. In this example, a likely interpretation is the participant values the importance of making data-based and logical decisions, but is not particularly interested in working in a science-related field or surrounding themselves with science-minded individuals.

You can apply similar logic when detecting *inconsistencies* on any combination of item theme scores. The table below provides some simple interpretation of high and low scores.

ITEM THEME	HIGH SCORE	LOW SCORE
Lifestyles	Individual is strongly motivated to live their life according to the value	Individual is indifferent to living their life according to the value
Beliefs	Individual holds strong beliefs and convictions related to the value	Individual does not have any strong beliefs related to the value
Occupational Preferences	Individual wants to work in a field that is closely related to the value	Individual is indifferent to working in fields related to the value
Aversions	Individual holds negative feelings or perceptions toward things that run counter to the value	Individual does not hold negative feelings or perceptions toward things that run counter to the value
Preferred Associates	Individual wants to interact and associate with others who have this value	Individual is indifferent to interacting and associating with others who have this value

Look for *trends* of item theme scores across MVPI scales for rich interpretive information. For example, a person with low scores on all Occupational Preferences item themes likely has unclear career goals. Similarly, a person with low scores on all Beliefs item themes likely does not have strong convictions, perhaps showing more malleability.

CONCLUSION

Understanding a person’s core goals, drivers, and interests is critical to uncovering what drives his or her choices and behavior. By using the MVPI item themes, you gain the interpretive power necessary to maximize the impact of the MVPI.

Ask your Hogan consultant about report options featuring the MVPI item themes.