

- SELECT
- DEVELOP
- LEAD

MOTIVES, VALUES, PREFERENCES INVENTORY

O V E R V I E W G U I D E



THE SCIENCE OF PERSONALITY

INTRODUCTION

The Motives, Values, Preferences Inventory (MVPI) is a personality inventory that reveals a person's core values, goals and interests. Results indicated which type of position, job and environment will be most motivating for the employee and when he/she will feel the most satisfied.

Organizations can use this information to ensure that a new hire's values are consistent with those of the organization. The MVPI can also help diagnose areas of compatibility and conflict among team members. Core values are part of a person's identity. Consequently, they are a person's key drivers - they are what a person desires and strives to attain.

**reveals a person's
core values, goals and
interests**

FEATURES & BENEFITS

The MVPI is an excellent tool to determine how well a person will fit with a job and with a team, department, or organization. The inventory offers many unique features:

- Provides a comprehensive, business-based taxonomy of values
- Evaluates the fit between a person's values and an organization's culture
- Predicts both occupational success and job satisfaction
- User-friendly reports available for employee election or development
- Describes the work environments created by leaders
- Developed exclusively on working adults
- Validated in over 100 organizations
- No invasive or intrusive items
- No adverse impact
- Online administration by protected access
- Test items and reports available in multiple languages
- Based on motivational constructs from 85 years of research
- Instantaneous scoring and reporting output

**an excellent tool
to determine employee fit**

PRIMARY SCALES & INTERPRETATIONS

The MVPI identifies a person's core values. Values concern what people want rather than how they typically behave.

- **Recognition** – responsive to attention, approval, and praise
- **Power** – desire for success, accomplishment, status, and control
- **Hedonism** – orientation for fun, pleasure, and enjoyment
- **Altruistic** – desire to help others and contribute to society
- **Affiliation** – desire for and enjoyment of social interaction
- **Tradition** – dedication, strong personal beliefs, and obligation
- **Security** – need for predictability, structure, and order
- **Commerce** – interest in money, profits, investment, and business opportunities
- **Aesthetics** – need for self-expression, concern over look, feel, and design of work products
- **Science** – quest for knowledge, research, technology, and data

what people **want**
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TECHNICAL FACTS

- 200 items keyed agree, uncertain, or disagree that have been carefully reviewed for invasive or intrusive content
- 15- to 20-minute completion time
- Simple and comprehensible items based on a 5th-grade reading level
- Research indicates no adverse impact by age, race, ethnicity or gender
- MVPI scores stable over time; test-retest reliabilities range from .64 to .88 (mean = .79)
- Normed on over 10,000 employed adults from a variety of industries
- Over 250,000 individuals have completed the MVPI
- Used in more than 100 validation studies
- Validation research links MVPI scores with job performance and turnover

Each scale is composed of five themes:

Lifestyles – concern the manner in which a person would like to live

Beliefs – involve “shoulds,” ideals, and ultimate life goals

Occupational preferences – include the work an individual would like to do and what constitutes a good job

Aversions – reflect attitudes and behavior that are disliked or distressing

Preferred associates – concern the kind of persons desired as coworkers and friends

**research links MVPI scores
with job performance &
turnover**

REPORTS & APPLICATIONS

Corporate culture is defined by leadership within an organization and determines what is valued, not valued, and what is actively encouraged and discouraged.

The results of the MVPI are obtained through a variety of report formats that range in terms of scope and complexity. The reports provide detailed MVPI graphs and also provide the following information:

- Evaluates the fit between a person's identity and organizational culture
- Pinpoints values that enhance or impede a person's performance as a leader
- Identifies leadership and organizational implications
- Notes a person's desires and plans
- Explains a person's long-term themes and tendencies in life
- Helps individuals formulate strategies for their careers by clarifying areas of interest to pursue

VALUES

The Leadership Forecast Values Report identifies a person's core values and activities that he/she enjoys and that give meaning to his/her goals, and activities are part of a person's identity. These are a person's key drivers—they are what a person desires. In addition, people prefer to work with others who share those who do not, and are happiest working in environments with their values. Conversely, people find it stressful to work with others who do not share their values. A person's values cannot be easily or directly inferred from his/her personality because values concern a person's private agenda, something he/she may not always care to share.

The report is based on the Motives, Values, Preferences Inventory (MVPI). It summarizes your values and describes how you will create as a leader. The results of this report are based on a sample of over 4,000 executives and are based on research conducted over the last 10 years.

The report includes the MVPI scales and the following page presents a graphic representation of your values profile. The report also includes a scale-by-scale interpretation of your scores. Please note that scores between the 66th and 100th percentiles are average, and scores between 0 and 34th percentiles are low. High scores indicate core business drivers, average scores indicate interests, and low scores indicate areas that are not a driver for you.

USE THIS INFORMATION

The report can be used in three ways. First, it can be used to evaluate the fit between your identity and your organization's culture. People often take jobs for non-strategic reasons. The Leadership Forecast Values Report is a way to evaluate the fit between your values and the organization's culture. No matter how talented you might be, if your values are inconsistent with the organization's culture, you will rarely succeed in that culture. And finally, certain values enhance and certain values impede your performance as a leader. This report directly concerns that issue.

CORPORATE CULTURE

To note that the values of the senior management in an organization define the corporate culture, the Leadership Forecast Values Report is the best single way to specify corporate culture. Simply look at the average Leadership Forecast Values Report profile for the management team. That is the corporate culture—what is valued, what is not valued, and what is actively discouraged.

VALUES	SCALE SCORE	PERCENTILE
RECOGNITION	56	~65
POWER	95	~95
HEDONISM	89	~85
ALTRUISM	100	~100
AFFILIATION	73	~70
TRADITION	59	~55
SECURITY	43	~40
COMMERCE	38	~35
AESTHETICS	80	~75
SCIENCE	96	~90

APPLICATIONS

RECOGNITION
Your average score on this dimension is 56. As a leader, you enjoy praise and recognition, and you value having your staff praised. However, praise does not necessarily drive your behavior. You will prefer a work environment where there is frequent and where achievement is recognized. Although you enjoy positive attention, you are also willing to acknowledge the accomplishments of others.

IMPLICATIONS
You believe in praising good performance, but you may not see the importance of frequent personal attention for your staff. You are likely to create a cooperative environment where team members are also willing to share with others, you are appropriately enthusiastic about their successes and willing to tell them. You will also promote success stories to upper management. The environment you promote will be one that is supportive and private praise for individual accomplishments. The environment you promote will be one that is supportive and private praise for individual accomplishments. The environment you promote will be one that is supportive and private praise for individual accomplishments.

FIT
Organizations that pay attention to and celebrate the accomplishments of the staff and where you also stand out and be noticed. At the same time, you are not primarily driven by a need for recognition, and you may even prefer at times to let your actions speak for themselves.

ADMINISTRATION

The MVPI is self-administered and may be taken individually or in a group setting, using either online computer administration or paper-and-pencil.

Hogan's state-of-the-art online assessment platform supports the administration of the inventories in multiple languages, 24/7. Customers can log on to the Hogan site, access the MVPI, complete the inventory online, and receive a report within seconds after completion. The process is fast, user friendly, and convenient.

ORDERING INFORMATION

For more information on the Motives, Values, Preferences Inventory or to purchase reports based on the MVPI, contact us at info@facchiniconsulting.com or +44 (0)844 500 3419.

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