

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
- Emphasises 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 recognised.

**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 organisational 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.