

- 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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typically behave

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

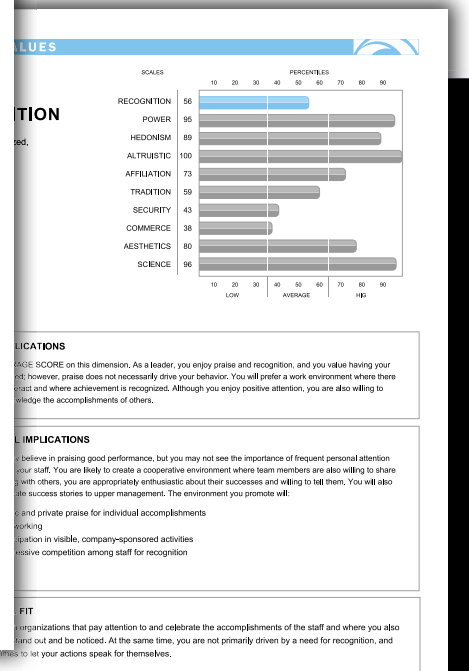
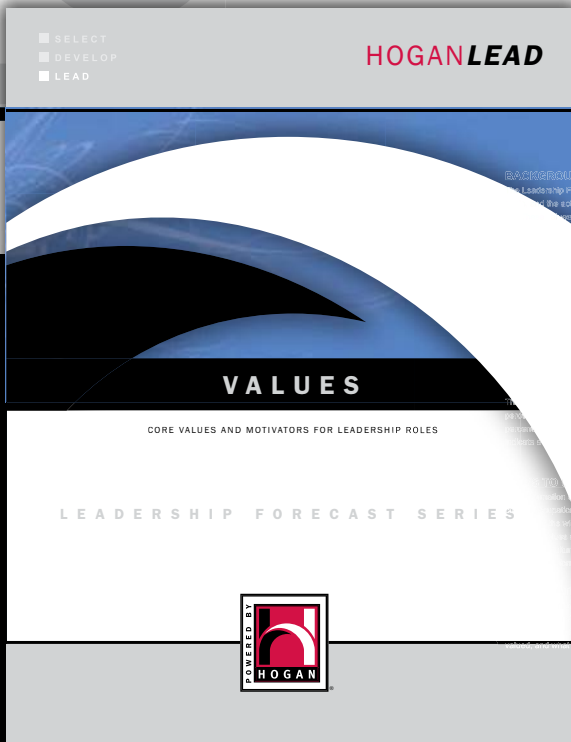
**research links MVPI scores
with job performance &
turnover**

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



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@hoganassessments.com or 800-756-0632.

**the process is fast,
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convenient**



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