

## 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.
- Commerce** motives reflect an interest in business and business-related matters such as accounting, marketing, management, and finances.
- Hedonism** 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.
- Science** 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.

### Administration

Hogan Assessment tests are available online. Paper/Pencil materials are available at an additional cost.

#### **Manual**

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

### 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:

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