



# MOTIVES, VALUES, PREFERENCES INVENTORY

## REVEALS A PERSON'S CORE VALUES, GOALS AND INTERESTS

### FEATURES & BENEFITS

- 200 questions
- 15- to 20-minute completion time
- Test items and reports available in multiple languages
- Validated in over 100 organizations on working adults
- No invasive or intrusive items, no adverse impact
- Evaluates the fit between a person's values and an organization's culture
- Predicts both occupational success and job satisfaction
- Describes the work environments created by leaders
- Online administration by protected access

### REPORTS & APPLICATIONS

- Notes a person's desires and plans
- Evaluates the fit between a person's identity and organizational culture
- Pinpoints values that enhance or impede a person's performance as a leader
- Explains a person's long-term themes and tendencies in life

### SCALES

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

### THEMES

<b>Lifestyles</b>	concern the manner in which a person would like to live
<b>Beliefs</b>	involve "shoulds," ideals, and ultimate life goals
<b>Occupational preferences</b>	include an individual's preferred work, and what constitutes a good job
<b>Aversions</b>	reflect attitudes and behavior that are disliked or distressing
<b>Preferred associates</b>	concern the kind of person desired as coworkers and friends

