



# Insight

## Motives, Values, Preferences Inventory (MVPI)

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**Report for:** Sam Poole 1

**ID:** HJ883673

**Date:** 5.08.2023





## Introduction

The Motives, Values, Preferences Inventory describes peoples' core values, goals, and interests. This information is crucial for understanding the kinds of jobs and work environments people find congenial and will help them make better career decisions. This report provides information in terms of 10 value dimensions; each dimension contains five subscales concerning Lifestyles, Beliefs, Occupational Preferences, Aversions, and Preferred Associates.

- People use their values to make decisions, but they rarely analyze their values and often make decisions for reasons they do not fully understand. Becoming aware of their values should improve their decision-making.
- People prefer to associate with others who share their values. Thus, understanding values allows people to manage their relationships more effectively.
- If people choose careers and work in organizations whose cultures are inconsistent with their values, they are usually unhappy and unable to perform effectively. Conversely, if they choose careers and work in organizations that are consistent with their values, they are usually more satisfied and perform more effectively.

## Scale Definitions

▶ MVPI Scale Name	▶ Low scorers tend to	▶ High scorers tend to
<b>Recognition</b>	be indifferent to praise and feedback like to be left alone to work	appreciate feedback want to be noticed
<b>Power</b>	not care about being successful not want to make a difference	want to be successful want to make a difference
<b>Hedonism</b>	be serious and businesslike always be working	seek pleasure and fun want to enjoy work
<b>Altruistic</b>	believe in self-reliance think people should help themselves	want to help the less fortunate want to improve society
<b>Affiliation</b>	prefer to work alone enjoy their own company	need social interaction want to be included
<b>Tradition</b>	want to change the status quo value innovation and progress	respect hierarchy and authority value the lessons of the past
<b>Security</b>	take chances embrace risk	need structure and predictability avoid risk
<b>Commerce</b>	be unconcerned about money value self-development	want to make money value materialistic outcomes
<b>Aesthetics</b>	value substance over style care about functionality	be interested in creative self-expression be concerned about the look and feel of work products
<b>Science</b>	make quick decisions based on experience trust intuition over data	prefer rational, data-based decisions challenge authority



## Executive Summary

Sam Poole 1's scores on the MVPI suggest that they:

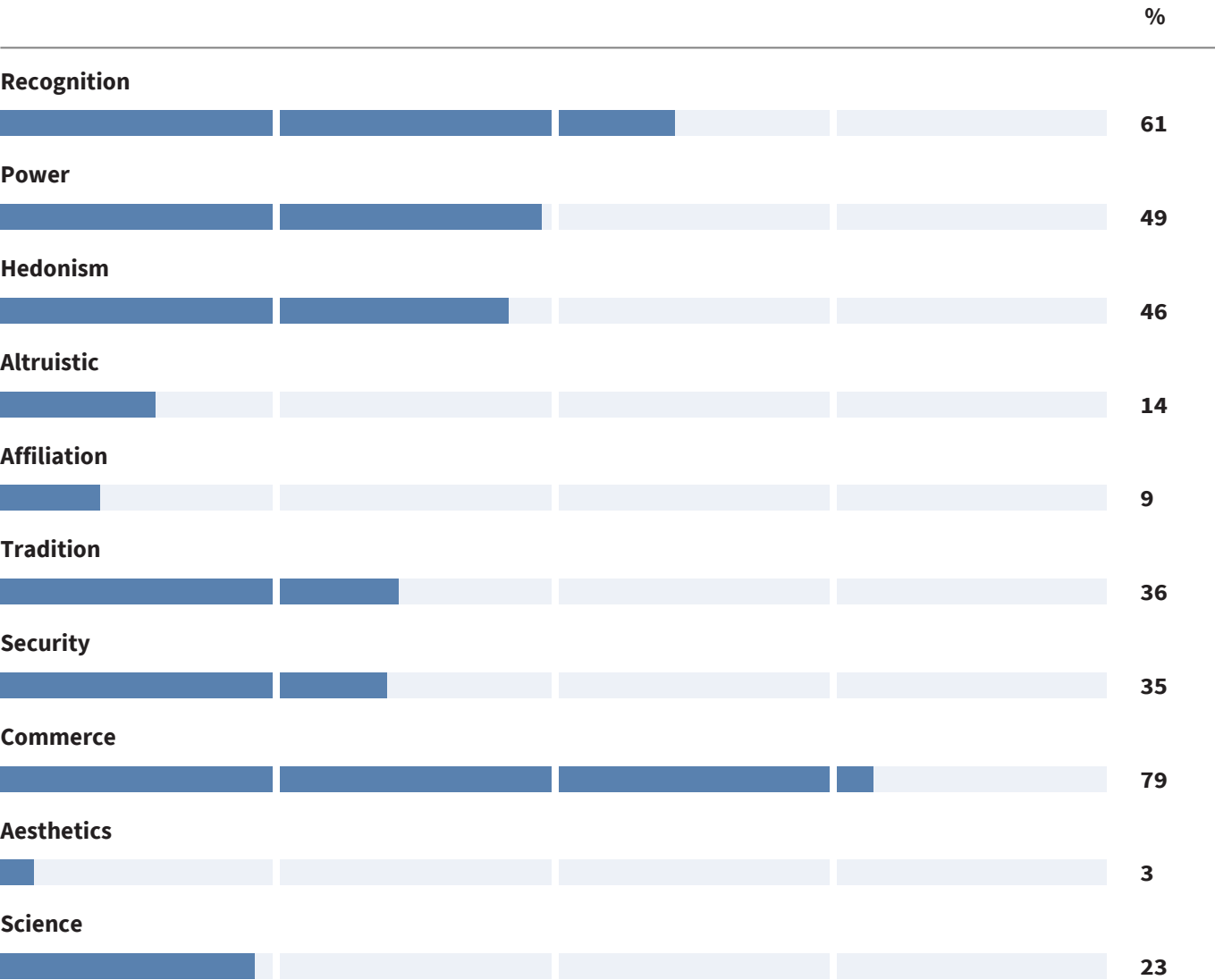
- Value having their efforts noticed. They will prefer jobs where there are opportunities to work on high-profile projects.
- Have an average degree of interest in achieving and getting ahead. They seem to prefer jobs where they can work according to their own pace and standards of performance.
- Tend to adopt a serious, businesslike attitude at work. They will be most comfortable working in a structured environment with well-defined roles and expectations.
- Believe in self-reliance and are not motivated by opportunities to help others. They will be most comfortable working in a businesslike, results-oriented environment.
- Like being able to concentrate and enjoy their quiet time. They are indifferent to opportunities to work closely with others or be part of a team.
- Value progress, change, and experimentation. They dislike formal hierarchies and will fit well in flexible, informal organizations.
- Are comfortable with risk and uncertainty. They need only a modest amount of structure and predictability and prefer ambiguity and flux to certainty and stability.
- Seem strongly interested in finance, economics, and issues concerning their compensation. They seem to evaluate themselves in terms of material possessions.
- Seem indifferent to the look and feel of products and working environments. They value utility and functionality over aesthetic frills.
- Seem indifferent to research and scientific pursuits. They should be comfortable in roles or environments that value experience and intuition for decision-making.



# Percentile Scores

The scores indicate the proportion of the population who will score at or below Sam Poole 1. For example, a score of 75 on a given scale indicates that Sam Poole 1's score is higher than approximately 75% of the population.

- Scores of 0 to 25 are considered **low**
- Scores of 26 to 50 are considered **below average**
- Scores of 51 to 75 are considered **above average**
- Scores 76 and above are considered **high**



Norm:Global





## Scale: Recognition

61

### Description

The Recognition scale reflects a desire for attention, approval, and praise.

### Score Interpretation

Sam Poole 1's score on the Recognition scale suggests they:

- Like their performance to be noticed
- Need and appreciate feedback regarding their work
- Prefer to work in settings that publicly reward successful performance
- May not realize that some people prefer to be left alone to work

### Discussion Points

The discussion points below are designed to facilitate discussion with a certified coach or feedback provider to explore assessment results and reflect on opportunities for development based on the context of the participant's role and work environment.

- Do you prefer to be the center of attention or work behind the scenes?
- How important is it for people to be praised for the work they do?
- Are you motivated by opportunities to work on high-profile projects?
- Describe your approach to showing appreciation to coworkers for their efforts or assistance.

### Subscale Composition

The subscales below should be interpreted by a certified coach or feedback provider. These are designed to provide more detailed insight into Sam Poole 1's unique personality characteristics.

**Lifestyle** *How a person wants to live*



**Beliefs** *A person's ultimate goals*



**Occupational Preferences** *A person's preferred occupation*



**Aversions** *What a person dislikes*



**Preferred Associates** *A person's desired friends*





## Scale: Power

49

### Description

The Power scale reflects a desire for success, accomplishment, status, and control.

### Score Interpretation

Sam Poole 1's score on the Power scale suggests they:

- Do not strongly value competition, success, or achievement
- Are unconcerned about making an impact on their organization
- Prefer to accept challenges as they come rather than actively pursuing them
- May have difficulty understanding others who are driven to be successful

### Discussion Points

The discussion points below are designed to facilitate discussion with a certified coach or feedback provider to explore assessment results and reflect on opportunities for development based on the context of the participant's role and work environment.

- What is more important, being an exemplary employee or obtaining results?
- How important is it for you to know and beat your competition?
- How often do you think about career advancement?
- How would you define career success for yourself?

### Subscale Composition

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## Scale: Hedonism

46

### Description

The Hedonism scale concerns an orientation toward fun, pleasure, and enjoyment.

### Score Interpretation

Sam Poole 1's score on the Hedonism scale suggests they:

- Value serious, businesslike behavior at work
- Prefer a no-nonsense and professional business environment
- May not be motivated by opportunities to relax and have fun at work
- May not understand people who like to have fun at work

### Discussion Points

The discussion points below are designed to facilitate discussion with a certified coach or feedback provider to explore assessment results and reflect on opportunities for development based on the context of the participant's role and work environment.

- Is it important for you to have fun at work?
- How do you balance work and play in your job?
- What is your opinion of company-sponsored recreational activities?
- How much pleasure and enjoyment should people expect to get from their daily jobs?

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## Scale: Altruistic

14

### Description

The Altruistic scale reflects a desire to help others and contribute to the improvement of society.

### Score Interpretation

Sam Poole 1's score on the Altruistic scale suggests they:

- Value independence, self-reliance, and personal accountability
- Prefer not to be involved in others' problems
- Are not motivated by opportunities to help and serve others
- May have trouble understanding people who are involved in social causes

### Discussion Points

The discussion points below are designed to facilitate discussion with a certified coach or feedback provider to explore assessment results and reflect on opportunities for development based on the context of the participant's role and work environment.

- In your opinion, how important is customer service to an organization?
- To what extent is it an organization's responsibility to take care of their employees' needs and problems?
- How well do you fit in roles that require strong customer service?
- How often do you participate in community service activities?

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## Scale: Affiliation

9

### Description

The Affiliation scale reflects the need for and enjoyment of social interaction.

### Score Interpretation

Sam Poole 1's score on the Affiliation scale suggests they:

- Do not need much social interaction
- May not value being part of a team
- May prefer to work in environments that minimize interaction and expect individuals to complete their own work
- May assume that others prefer to be left alone at work

### Discussion Points

The discussion points below are designed to facilitate discussion with a certified coach or feedback provider to explore assessment results and reflect on opportunities for development based on the context of the participant's role and work environment.

- Do you find meetings to be beneficial or a distraction?
- Do you prefer to work alone or as part of a team?
- What is your opinion of team-building activities?
- How important is networking to your success?

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## Scale: Tradition

36

### Description

The Tradition scale reflects a need for ritual, rules, and ceremony and respect for history and established customs.

### Score Interpretation

Sam Poole 1's score on the Tradition scale suggests they:

- Enjoy diversity in people and cultures
- Believe it is important to tolerate alternative viewpoints
- May be uncomfortable with strict, formal hierarchies
- Value innovation and social progress

### Discussion Points

The discussion points below are designed to facilitate discussion with a certified coach or feedback provider to explore assessment results and reflect on opportunities for development based on the context of the participant's role and work environment.

- Do you feel there is always a right and wrong way to act in every situation?
- How comfortable are you in dealing with moral ambiguity?
- Do you see more value in initiating change or upholding tradition?
- Do you like to work within a formal hierarchy?

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## Scale: Security

35

### Description

The Security scale reflects a need for stability, safety, and risk minimization.

### Score Interpretation

Sam Poole 1's score on the Security scale suggests they:

- Are comfortable with risk
- Do not need a lot of predictability in life
- May prefer working in organizations that are not afraid of risk
- May be impatient with people who always play it safe

### Discussion Points

The discussion points below are designed to facilitate discussion with a certified coach or feedback provider to explore assessment results and reflect on opportunities for development based on the context of the participant's role and work environment.

- How important is it for you to have predictability in your life?
- How risky should organizations be in their strategic decisions?
- How do you balance risk with reward?
- How do you typically respond to coworkers who take unnecessary risks?

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## Scale: Commerce

79

### Description

The Commerce scale reflects an interest in earning money, making investments, and finding business opportunities.

### Score Interpretation

Sam Poole 1's score on the Commerce scale suggests they:

- Are highly motivated by money and financial gain
- Are concerned about the financial implications of all business decisions
- May fit well in roles and organizations that evaluate performance in terms of revenue and profitability
- May have difficulty understanding people who are careless with money

### Discussion Points

The discussion points below are designed to facilitate discussion with a certified coach or feedback provider to explore assessment results and reflect on opportunities for development based on the context of the participant's role and work environment.

- In business, is anything more important than the bottom line?
- How often do you think about money and investments?
- How do you feel about people who live beyond their means?
- How often do you consider the financial implications of your work decisions?

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## Scale: Aesthetics

3

### Description

The Aesthetics scale reflects a need for self-expression and a concern for the quality and appearance of work products.

### Score Interpretation

Sam Poole 1's score on the Aesthetics scale suggests they:

- Are more interested in how things work than how things look
- Value reliable processes more than elegant processes
- May not need to express themselves through their work
- May not realize that the appearance of work products matters to some people

### Discussion Points

The discussion points below are designed to facilitate discussion with a certified coach or feedback provider to explore assessment results and reflect on opportunities for development based on the context of the participant's role and work environment.

- Are you more concerned with if something works or how it looks?
- How important to you are opportunities to express yourself creatively?
- How much care do you give to the presentation of your work products?
- What role should artistic pursuits play in professional organizations?

### Subscale Composition

The subscales below should be interpreted by a certified coach or feedback provider. These are designed to provide more detailed insight into Sam Poole 1's unique personality characteristics.

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## Scale: Science

23

### Description

The Science scale reflects an interest in rationality, research, technology, and innovation.

### Score Interpretation

Sam Poole 1's score on the Science scale suggests they:

- Are not especially interested in science
- Prefer to make quick decisions based on experience rather than slow decisions based on data
- Have little interest in doing research
- May not understand people who require data before making decisions

### Discussion Points

The discussion points below are designed to facilitate discussion with a certified coach or feedback provider to explore assessment results and reflect on opportunities for development based on the context of the participant's role and work environment.

- How do you determine when to use intuition versus data?
- Describe a time when you had to make a decision based on intuition instead of data.
- Do you enjoy analyzing problems or would you rather make a quick decision and move on?
- How important is the research and development function to an organization's overall success?

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