



Insight

Motives, Values, Preferences Inventory (MVPI)

Report for: Richard Oaks

ID: HF486168

Date: 7.14.2018



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



Executive Summary

Mr. Oaks's scores on the MVPI suggest that he:

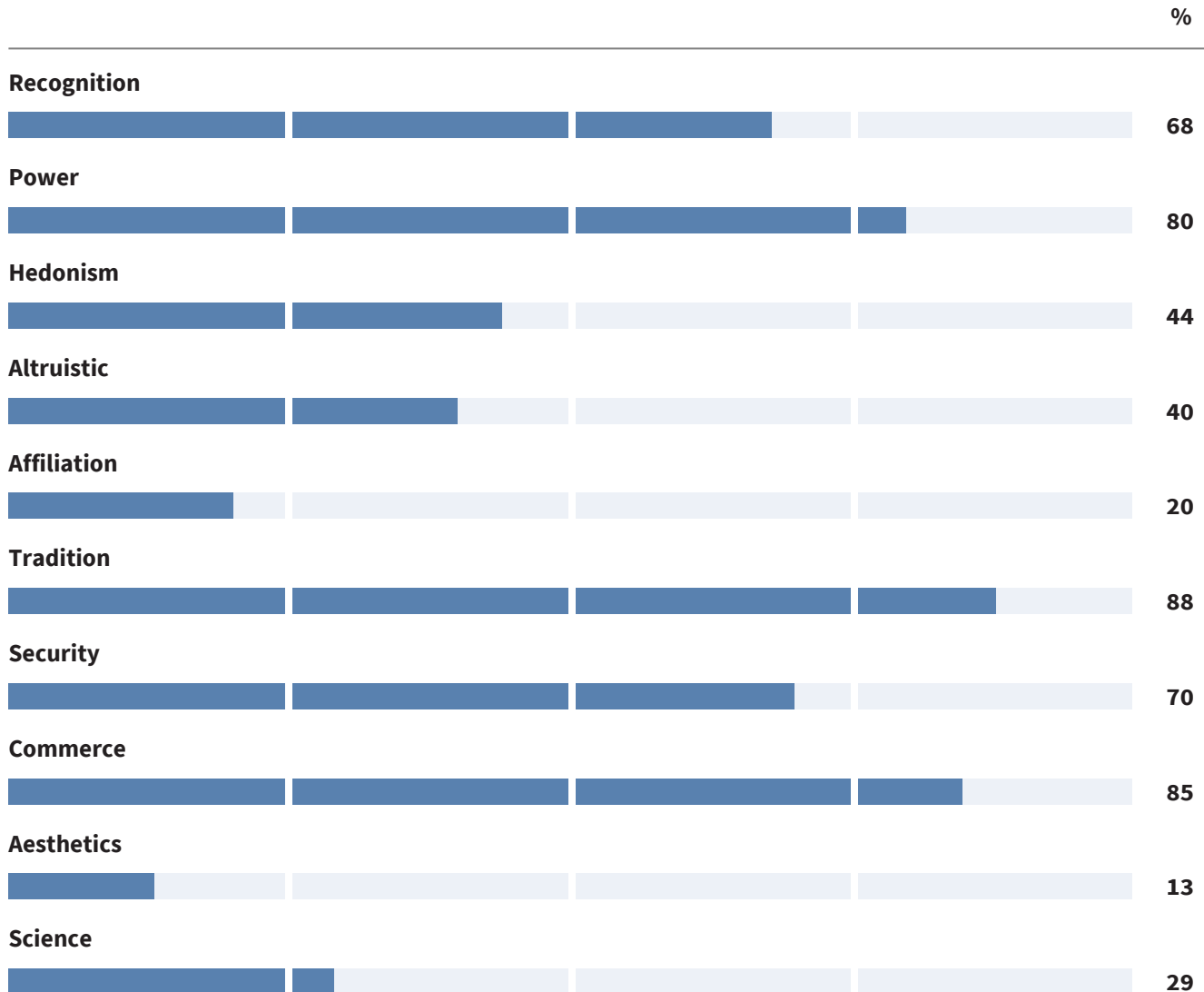
- Values having his efforts noticed. He will prefer jobs where there are opportunities to work on high-profile projects.
- Wants to be productive, make a difference, and advance his career. He will be happiest in jobs where he has an opportunity to compete, succeed, and achieve.
- Tends to adopt a serious, businesslike attitude at work. He will be most comfortable working in a structured environment with well-defined roles and expectations.
- Values self-help and self-reliance. He is not interested in helping others, especially if they are not part of his network. He will be most comfortable working in a results-oriented environment.
- Likes being able to concentrate and enjoys his quiet time. He is indifferent to opportunities to work closely with others or be part of a team.
- Values structure, hierarchy, authority, and appropriate workplace conduct. He will fit well in organizations that respect tradition and proper behavior.
- Needs structure and predictability. He will prefer working in organizations where the roles and expectations are defined and the future seems safe.
- Seems strongly interested in finance, economics, and issues concerning his compensation. He seems to evaluate himself in terms of material possessions.
- Seems indifferent to the look and feel of products and working environments. He values utility and functionality over aesthetic frills.
- Seems to value making relatively quick decisions that are good enough, rather than pursuing the perfect answer.



Percentile Scores

The scores indicate the proportion of the population who will score at or below Mr. Oaks. For example, a score of 75 on a given scale indicates that Mr. Oaks'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 above 76 are considered **high**



Norm:Global



Scale: Recognition

68

Description

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

Score Interpretation

Mr. Oaks's score on the Recognition scale suggests he:

- Likes his performance to be noticed
- Needs and appreciates feedback regarding his work
- Prefers to work in settings that publicly reward successful performance
- May not realize that some people prefer to be left alone to do their 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. They are designed to provide more detailed insight into Mr. Oaks's unique personality characteristics. The minimum and maximum scores available vary by subscale as depicted below.

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

80

Description

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

Score Interpretation

Mr. Oaks's score on the Power scale suggests he:

- Has a strong need to make an impact, create a legacy, and advance in the organization
- Places a significant value on productivity and results
- May fit well in competitive organizations and roles
- May incorrectly assume that others are comparably driven and results-oriented

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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Aversions *What a person dislikes*



Preferred Associates *A person's desired friends*





Scale: Hedonism

44

Description

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

Score Interpretation

Mr. Oaks's score on the Hedonism scale suggests he:

- Values serious, businesslike behavior at work
- Prefers 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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Aversions *What a person dislikes*



Preferred Associates *A person's desired friends*





Scale: Altruistic

40

Description

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

Score Interpretation

Mr. Oaks's score on the Altruistic scale suggests he:

- Believes in self-help, self-reliance, and individual responsibility
- Thinks charity begins at home
- May be most comfortable working in task-oriented environments that worry more about results than morale
- May not understand people who put others' needs before their own

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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Aversions *What a person dislikes*



Preferred Associates *A person's desired friends*





Scale: Affiliation

20

Description

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

Score Interpretation

Mr. Oaks's score on the Affiliation scale suggests he:

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





Scale: Tradition

88

Description

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

Score Interpretation

Mr. Oaks's score on the Tradition scale suggests he:

- Values structure and respect for hierarchy and authority
- Has a strong sense of right and wrong
- Relies on history and tradition as guiding principles
- May not understand people who do not respect legitimate authority

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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Preferred Associates *A person's desired friends*





Scale: Security

70

Description

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

Score Interpretation

Mr. Oaks's score on the Security scale suggests he:

- Prefers to avoid risk and uncertainty
- Wants assurances about what the future will bring
- Prefers to avoid situations where the outcome or organizational future is in doubt
- May be slow to make 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 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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Preferred Associates *A person's desired friends*





Scale: Commerce

85

Description

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

Score Interpretation

Mr. Oaks's score on the Commerce scale suggests he:

- Is highly motivated by money and financial gain
- Is 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 their 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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Preferred Associates *A person's desired friends*





Scale: Aesthetics

13

Description

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

Score Interpretation

Mr. Oaks's score on the Aesthetics scale suggests he:

- Is more interested in how things work than how they look
- Values reliable processes more than elegant processes
- May not need to express himself through his 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 how 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?

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Aversions *What a person dislikes*



Preferred Associates *A person's desired friends*





Scale: Science

29

Description

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

Score Interpretation

Mr. Oaks's score on the Science scale suggests he:

- Has below average interest in science
- Prefers to make quick decisions based on experience and intuition that are good enough and can be revised later
- Is not particularly interested in doing research
- May not understand people who need a lot of information 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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