

# Motives, Values, Preferences Inventory (MVPI)

*Reveals the inside personality or an individual's core values, goals and interests*

## Introduction

The Motives, Values, Preferences Inventory (MVPI) reveals a person's core values, goals and interests. This is invaluable information for determining the kinds of environments in which the person will perform best, and the kind of culture the person will create as a leader. Organizations can use this information to ensure that a new hire's values are consistent with those of the organization.

Qualified professionals will find the MVPI useful for:

- Individual Career Fit Assessment
- Talent Selection
- Personal Development
- Team Building

The MVPI can help diagnose areas of compatibility and conflict among team members. This inventory is an excellent tool to determine how well a person will fit with a job and with a team, department, or organization and also allows assessment of a person's motives directly.

## Features

The Motives, Values Preferences Inventory has several unique features:

- Provides a comprehensive, business-based taxonomy of values
- Results are available in a variety of employee selection and development report formats
- Evaluates the fit between a person's values and an organization's culture
- Predicts both occupational success and job satisfaction
- Proven to effectively predict job performance and turnover
- Developed exclusively on working adults
- Validated in over 100 organizations
- No invasive or intrusive items
- No adverse impact
- Fully internet-enabled
- Available in multiple languages

## Reports

The results of the Motives, Values, Preferences Inventory (MVPI) are delivered in an interpretative report with the following information:

- Identifies a person's core values, goals and activities he/she enjoys that give meaning to his/her life
- Provides information regarding the fit between a person's core values and the corporate culture
- Describes the kind of people with whom a person will comfortably work and live
- Pinpoints a person's key drivers - what a person desires and strives to attain
- Identifies an individual's private agenda
- Describes the type of environment the person will create as a leader

## Facts About the MVPI

- No invasive or intrusive content
- No adverse impact on race, ethnicity or gender
- Norms were based on responses of 10,000 employed adults in a variety of industries
- Over 200,000 people have completed the MVPI over the past 10 years
- Test-retest reliabilities range from .64 to .88
- Used in more than 100 validation studies
- Effectively predicts job performance and turnover

