



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
- Instantaneous scoring and reporting output
- Online administration by protected access

REPORTS & APPLICATIONS

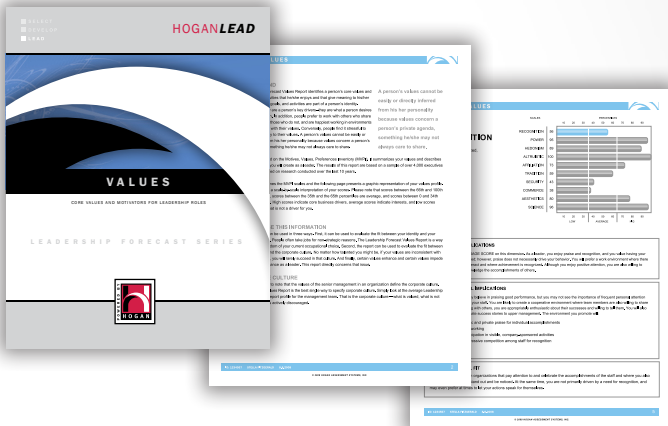
- Notes a person's desires and plans
- Evaluates the fit between a person's identity and organizational culture.
- Pinpoints values that enhance or impede a person's performance as a leader
- Identifies leadership and organizational implications
- Explains a person's long-term themes and tendencies in life
- Helps individuals formulate strategies for their careers by clarifying the areas of interest to pursue

PRIMARY SCALES

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

THEMES

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



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