Motives, Values and Preferences Inventory (MVPI)

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PURPOSE	To assess the core values of individuals
ADMINISTER TO	Individuals 18 years and older
READING/EDUCATIONAL LEVEL	Grade 12 (NQF Level 4)
ADMINISTRATION TIME	15-20 minutes
SCORING OPTIONS	User Portal/JvR Online/Data-capturing by Client Services
PUBLICATION DATE	2009
HPCSA	Classified
TRAINING	Compulsory Accreditation training
LANGUAGES	English and multiple languages
SA NORMS	Yes

The Motives, Values, Preferences Inventory (MVPI) describes personality from the inside – the core goals, values, drivers, and interests that determine what we desire and strive to attain. By assessing values, you can understand what motivates candidates to succeed, and in what type of position, job, and environment they will be the most productive.

ASSESSMENT SCALES

The MVPI includes the following scales:

Recognition: Wanting to be known, recognised, and appreciated

Power: Wanting to be in control, to succeed, and create a legacy

Hedonism: Wanting fun, variety, excitement, and pleasure

Altruistic: Wanting to help, serve, and encourage others

Affiliation: Wanting frequent and varied social contact

Tradition: Believing in personal customs, duty, hard work, and respect for authority

Security: Need for predictability, structure and order

Commerce: Interest in money, profits, investment, and business opportunities

Aesthetics: Need for self-expression, wanting to infuse quality into the look, feel and design of work products

Science: Enjoys research, interested in technology, and prefers data based decisions

AREAS OF APPLICATION

The MVPI predicts job performance by assessing core values.

- Recruitment and Selection
- Individual Development

REPORT OPTIONS

The MVPI has the following individual software reports available:

- Insights: this report provides organisations with scientifically validated information about an individual's core values.
- Data: This report provides numerical scores for the primary scales.

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