

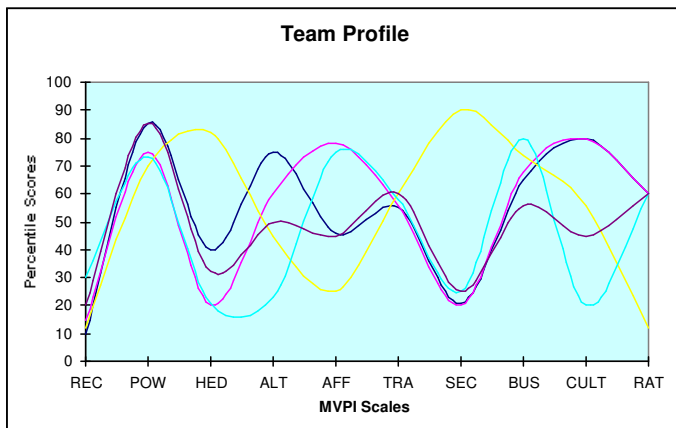
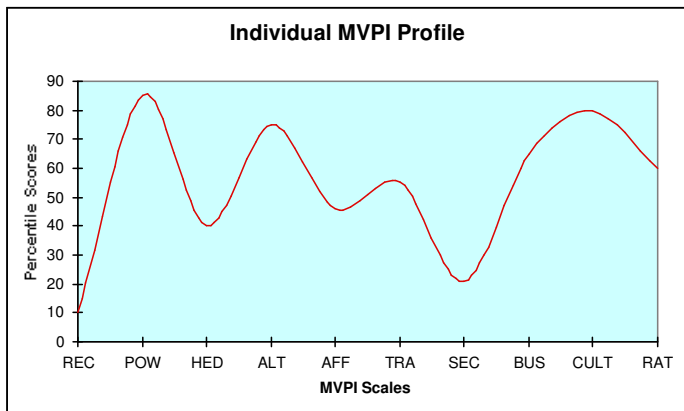


The Motives, Values Preferences Inventory – *The Inside*

Introduction

The Motives, Values Preferences Inventory (MVPI) reveals a person's core values that motivate choices and decisions. It reveals the fit between an individual and their team, department and corporate culture. The instrument is highly effective in identifying the forces driving the culture of an organisation. The MVPI also provides a precise insight for managing, rewarding, and motivating individuals.

The MVPI is developed from 80 years of research on motivation and has 10 scales that provide an all encompassing analysis of The Inside motives and values of an individual.



Applications

The Individual

The MVPI identifies motives and values that are most important for an individual. This assists individuals in career planning, and understanding how they may best assimilate the consequences of the team or organisational culture in which they work. Used in combination with the Bright Side and Dark Side, the MVPI completes the strategic assessment of an individual for coaching and personal development, securing alignment of motives, values and behaviour, for full commitment to, and achievement of work goals.

The Team

The MVPI is ideal for establishing a team profile and mapping team dynamics. An MVPI Team Profile very simply illustrates matching and miss matching of values and priorities within a team. This promotes appreciation and understanding of diversity, and identification of possible sources of conflict within the team.

The Organisation

The MVPI is particularly valuable when applied within a senior management team, assisting in resolution of different personal agendas, and agreement on the values and culture to be driven forward throughout the organisation. The instrument can quickly map actual organisational culture 'on the ground', and identify areas that need attention to ensure the whole organisation is aligned with the strategic vision.

Scales & Interpretation

Recognition Desire for attention, approval and praise.
Power Desire for success, accomplishment, status, competition and control.
Hedonism Desire for fun, pleasure and recreation.
Altruism Concern about the welfare of others and contributing to a better society.
Affiliation Desire for enjoyment of social interaction.
Tradition Concern for established values of conduct.
Security Desire for certainty, order and predictability in employment and finance.
Business Interest in business and material success.
Culture Interest in art, music and other forms of creative expression.
Rationality Desire for knowledge and preference for analytical problem solving.

Features and Benefits

- Specifically designed to identify core values.
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- Anglicised for UK use.
- A choice of computerised interpretive reports.
- Can be administered online, or using an onsite PC, or using traditional paper and pencil approach.
- No invasive or intrusive questions.
- All questions easily read.
- Interpretation and feedback must be undertaken by a person holding British Psychological Society Level B Certificate in Occupational Testing and trained in the use of the instrument.

Further information

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