



MVPI

MOTIVES, VALUES, PREFERENCES INVENTORY (MVPI)

“The inside of personality“

A description of personal goals and interests in careers, education and life.

Scales and interpretation

The Motives, Values, Preferences Inventory (MVPI) measures ten dimensions – recognition, desire for success, orientation for enjoyment, altruism, affiliation, tradition, security, commerce, aesthetics and science – to identify a person's core values. It rather describes what persons would like to do than what they actually do in certain situations in order to find out about their real motivation.

Applications

Aptitude test – evaluates the fit between an employee's identity and the organizational culture (because people feel the most satisfied when they work in environments which are compatible with their core values)

Team development – assesses how well team members fit together, based on their goals (because congruent ideas of goals are necessary)

Strategic career planning – assists with developing career strategies by identifying the areas of interest that should be pursued

Employee selection and development – combined with HPI and HDS, prepares important HR decisions, also for large-scale projects

Features/Benefits

- identifies core values focused on the application at the workplace
- useful for team building and assessing ineffective opposing interests
- assesses the fit between the employee's values and the organizational culture
- concrete tool for coaching and self-development
- based on 80 years' research in motivational psychology

