

# MVPI

## Motives, Values, Preferences Inventory

### The inside of personality

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.

The MVPI consists of 10 primary scales, which are further divided into five subscales or item themes. The MVPI item themes provide additional interpretive power by categorizing individuals' responses to the questions that compose each MVPI scale.

### Scales and Definitions

- **Recognition** - responsive to attention, approval, praise
- **Power** - desiring success, accomplishment, status, control
- **Hedonism** - oriented for fun, pleasure, enjoyment
- **Altruistic** - wanting to help others and contribute to society
- **Affiliation** - enjoying and seeking out social interaction
- **Tradition** - dedicated to strong personal beliefs
- **Security** - needing predictability, structure, order
- **Commerce** - interested in money, investment, business opportunities
- **Aesthetics** - concerned with look, feel, design of work products
- **Science** - seeks knowledge, research, technology, data

### MVPI Quick Facts

- 15- to 20-minute completion time
- Available in multiple languages
- Evaluates the fit between values culture
- Predicts success and job satisfaction
- Instantaneous scoring and reporting output
- Online administration
- Validated in over 100 organizations
- No invasive or intrusive items
- No adverse impact

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