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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 predict job satisfaction by understanding 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

HDS Specifics

‣ 15- to 20-minute completion time
‣ Available in multiple languages
‣ Instantaneous scoring and reporting output
‣ Online administration
‣ Validated in over 100 organisations
‣ No invasive or intrusive items
‣ No adverse impact

Learn more about the MVPI

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