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HOGAN*REPORTS*

GRAPHIC

MOTIVES, VALUE, PREFERENCES INVENTORY

Report For: Jan Novák

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INTRODUCTION

The scales on the Motives, Values, Preferences Inventory (MVPI) are an adequate sampling from the entire range of human motives, based on 80 years of academic research. Values, preferences, and interests are all motivational concepts: they differ primarily in terms of their generality - values are the most broad and abstract kind of motive, and interests are the most narrow and specific kind of motive. These motivational concepts tell us about a person's desires and plans, and they explain the long-term themes and tendencies in a person's life.

This information will be a useful foundation for personal and professional development.

There are two ways this motivational information can be useful. First, it can be used to evaluate the fit between a person's interests and the psychological requirements of jobs; thus, the MVPI can be used to help people choose occupations or careers. Second, the inventory can be used to evaluate the fit between a person's values and the climate of a particular organization; thus, the MVPI can be used to help people think strategically about their current careers.

Measures of motives, values, and interests are somewhat different from personality measures. Personality measures tell us what a person may do in certain situations, whereas value and interest inventories tell us what a person wants to do. Moreover, people tend not to distort their answers on interest measures because their values and aspirations are part of their identity and they are normally eager to discuss them. Finally, motives, values, and preferences are remarkably stable; they tend to change very little as a person grows older--what interests you now will interest you later.

Recognition	High scorers value fame, visibility, and publicity
Power	High scorers value competition, achievement, and worldly success.
Hedonism	High scorers value fun, good company, and good times.
Altruistic	High scorers value actively helping others and improving society.
Affiliation	High scorers value frequent and varied social interaction.
Tradition	High scorers value history, tradition, and old-fashioned virtues.
Security	High scorers value certainty, predictability, and risk-free environments
Commerce	High scorers value business activities, money and financial gain.
Aesthetics	High scorers value creative and artistic self-expression.
Science	High scorers value ideas, technology, and rational problem solving.

The next page presents Mr. Novák's profile on the MVPI followed by a summary of his results. The profile is then interpreted in more depth on the following pages.



The graph above shows Mr. Novák's scores on each scale. Scores shown are in percentiles. The percentile scores indicate the percentage of people from a comparison (or 'norm') group who score at or below Mr. Novák's obtained score. The norm group used is indicated below the profile.