

# *Value & Motive Inventory*

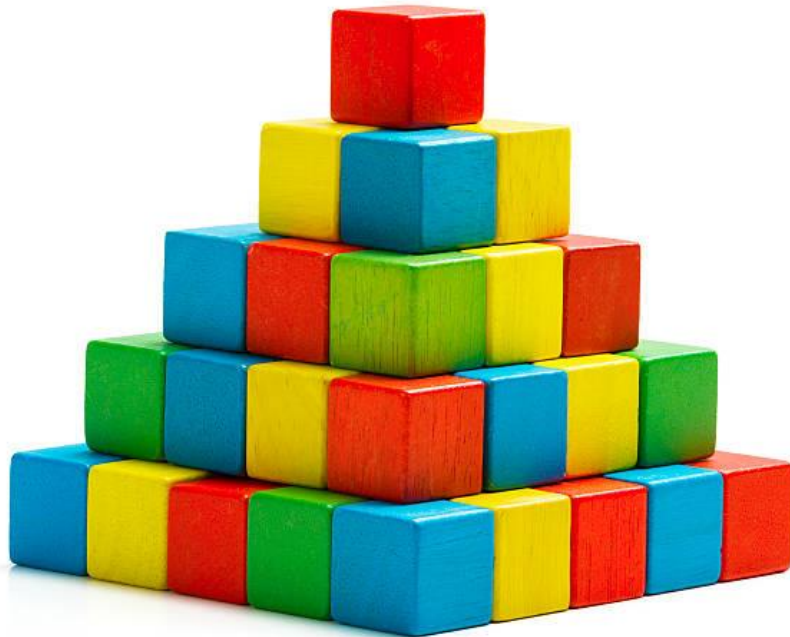


VMI

# Value & Motive Inventory (VMI)

*“Do they have motivation & satisfaction at work?”*

Values & Motives Inventory (VMI ) profiles a person's motivating forces to determine the amount of energy or effort they are likely to expend in a particular task. It identifies where they are likely to gain most satisfaction and make the biggest contribution at work.



VMI measures workplace relevance scales which have been identified in previous research as being important determinants of behaviour at work.

The 12 scales are grouped into three areas:

- **Interpersonal** - values which influence an individual's approach to relationships with others.
- **Extrinsic** - values which influence behaviour in the workplace.
- **Intrinsic** - values relating to personal beliefs and attitudes which guide an individual's approach to everyday problems.

# VMI Sample Report

## INTERPERSONAL VALUES PROFILE

Scale	%ile	1	2	3	4	5	6	7	8	9	10
Altruism	66						6				
Affection	32				5						
Affiliation	67						6				

## EXTRINSIC VALUES PROFILE

Scale	%ile	1	2	3	4	5	6	7	8	9	10
Achievement	21				4						
Financial	43					5					
Security	24				4						
Aesthetic	17				4						

## INTRINSIC VALUES PROFILE

Scale	%ile	1	2	3	4	5	6	7	8	9	10
Moral	98									10	
Traditional	94								9		
Independence	13			3							
Ethical	39				5						



## VALUES ASSESSMENT

### Interpersonal Values

The results of this questionnaire suggest that Sam Sample is as concerned as most people about the plight of those who are in need. As such, while he may not go out of his way to help all people, he is likely to show some sympathy for those who are genuinely in need of support.

His need for affiliation is moderate and while he will enjoy some companionship, he does not rate this as a strong driver.

By placing as much emphasis on close personal relationships as most people, he is prepared to share some of the experiences he has faced during the day and share his personal problems with others.

### Extrinsic Values

Sam Sample places less emphasis than most on achieving difficult and challenging tasks and sees little reason to set himself overly demanding standards of work achievement. Given the choice, he will prefer to set his sights at a realistic, attainable level.

Financial reward and economic status have only moderate importance to him and as such, he will be as concerned as most about accumulating wealth.

Sam Sample expresses limited concern for safety and security and appears to be drawn to situations in which there is an element of risk or danger. In line with this, the thought of engaging in hazardous pastimes may at times appeal to him.

Sam Sample claims to have little interest in artistic or cultural pursuits and given the choice, may prefer to deal with concrete issues and will have little enthusiasm for 'airy-fairy' abstract notions outside his usual realm of experience.

### Intrinsic Values

For Sam Sample, truthfulness and personal integrity are of the highest importance in living one's life. Having a belief in the principles of right and wrong, he will tend to measure his own and others' actions in terms of these fundamental principles.

He expresses a very strong respect for authority and believes that rules and laws are meant to be obeyed and not broken. A firm defender of all that is traditional, he may perceive that standards have declined in recent years and will tend to uphold the status quo.

Sam Sample is not the kind of person to promote ideas which are in conflict with authority and will tend not to question the predominate view.

Sam Sample is equally open to a scientific or spiritual explanation in order to understand nature's complexities. One way or the other, he does not appear overly concerned and is likely to be more interested in explaining the more mundane, day-to-day mysteries of life.

# VMI Sample Questions

Patriotism and loyalty are important qualities of a good citizen.

Strongly Agree	Agree	In Between	Disagree	Strongly Disagree
1	2	3	4	5

I do not enjoy adventurous and daring deeds.

Strongly Agree	Agree	In Between	Disagree	Strongly Disagree
1	2	3	4	5

I like to have just enough money to be comfortable.

Strongly Agree	Agree	In Between	Disagree	Strongly Disagree
1	2	3	4	5

**Total Questions:** 122

**Test Duration:** 20 minutes

*bringing life to business*

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