



The Motives, Preferences, Values Inventory (MVPI)

The Motives, Values, Preferences Inventory (MVPI) reveals a person's core values, goals, and interests. This information identifies the kinds of environments in which people will perform best, and the culture they will create as a leader. Organizations can use this information to ensure that values held by job applicants and employees are consistent with those of the organization. The MVPI can also shed light on areas of compatibility and conflict among team members. The ten scales assessed by the MVPI reveal a person's key drivers - what they desire and strive to attain. People's values also influence their job and career choices. People like others who share their values and prefer to work in jobs that support them.

Basic Facts

- Provides a comprehensive, business-based taxonomy of values
- Highlights the fit between a person's values and an organization's culture
- Predicts job satisfaction and performance across industries, organizations, and jobs
- No invasive or intrusive items
- No adverse impact
- Fully Internet enabled; takes less than 20 minutes to complete
- Available in over 40 languages with reports available in over 25 languages
- Reports available for applicant selection or employee development

Technical Facts

- In addition to global norms, local norms are available in over 30 languages based on data from 1 million working adults across countries, industries, organizations, and jobs.
- Researchers have used the MVPI in over 150 criterion-related validation studies to predict occupational performance across a range of jobs and industries.
- The MVPI has been used in over 180 validity generalization studies.
- Studies indicate that, when used with the HPI, validity for MVPI predicting job performance is .42, and when used with both the HPI and the HDS, validity is .54 (Hogan Assessment Systems, 2014).
- Additional validity evidence is outlined in the MVPI manual (R. Hogan & J. Hogan, 2010), including relationships with observer ratings and scales from several other well-established psychological assessments.
- Every MVPI validation study includes adverse impact analyses, and to date none of these studies has shown adverse impact for MVPI profiles by race/ethnicity, gender, or age.
- Internal consistency reliabilities range from .70 to .84; test-retest reliabilities range from .71 to .85.
- Favorable reviews of the MVPI appear in the Buros Institute of Mental Measurements' *The Fourteenth Mental Measurements Yearbook* (Roberts & Zedeck, 2001) and the British Psychological Society's (BPS) Psychological Testing Centre's *Test Reviews* (Feltham & Loan-Clarke, 2007).
- Spanning over 2 decades, the MVPI has been used in over 30 academic research publications, appearing in top peer-reviewed journals including the *Journal of Applied Psychology* and the *Leadership Quarterly*.
- More information about the MVPI is available from Hogan representatives and at www.hoganassessments.com.