



# VMI

## VALUES and MOTIVES INVENTORY

**Ahmed Sample**

**Arabian Assessment &  
Development Centre**

**15/03/2004**

*This is a strictly confidential assessment report on Ahmed which is to be used under the guidance of a trained professional. As such, the information contained in this report should only be disclosed on a 'need to know basis' with the prior understanding of Ahmed. A full understanding of this analysis should also take account of other relevant information such as actual experience, vocational interests, skills and aptitudes.*

## VALUES SUMMARY REPORT

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### Interpersonal Values

The results on this questionnaire suggest that Ahmed rates altruism as being of quite low importance. This would indicate that he will selectively help those in need and may believe that people are better served if they take responsibility for their own lives and do not rely solely on others for support. He professes to have low need for affiliation and is more likely to value solitary pursuits, where he does not have to interact with people. As such, he is unlikely to seek out the companionship of others and will be quite satisfied with his own company. 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

Ahmed rates achievement as highly as most people and will gain as much satisfaction from succeeding in challenging tasks as his peers. Having said this, he is unlikely to set himself overly demanding standards simply for the respect of others. Placing a low value on economic status and wealth, he will see little point in pursuing further financial gain once he has achieved a comfortable lifestyle. Not in the slightest materialistic, he will be unimpressed by the sheer accumulation of wealth. No more safety minded than most, Ahmed takes the middle ground as far as taking risks is concerned. He only has a moderate need for excitement suggesting that he should be as cautious as most when faced with dangerous situations. Ahmed claims to have very little interest in artistic or cultural pursuits and will much prefer to deal with concrete issues. He will have little time for 'airy-fairy' abstract notions outside his usual realm of experience.

### Intrinsic Values

Having very little preoccupation for moral values, he does not believe that a fundamental set of principles should dictate the way one should live their life. Often people with this profile are inclined to view their own and others' behaviour in light of the circumstances at the time. Placing limited emphasis on traditional values, he is unlikely to emphasise national pride, patriotism and loyalty as valued qualities of an employee. Often people with this profile tend to concern themselves more with what they believe to be 'the here and now'. Strongly inclined to believe in standing up for his own views in spite of what others might think, he is likely to be very critical even disparaging of those in authority who attempt to impose their perspective onto others. A non-conformist, he strongly values personal freedom and is unlikely to submit to the views of others without convincing. Ahmed 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.

## ADDITIONAL COMMENTS

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### MOTIVATING FACTORS

- No significant observations to report. There appear to be no particularly outstanding features to his Values profile on which specific recommendations can be based.

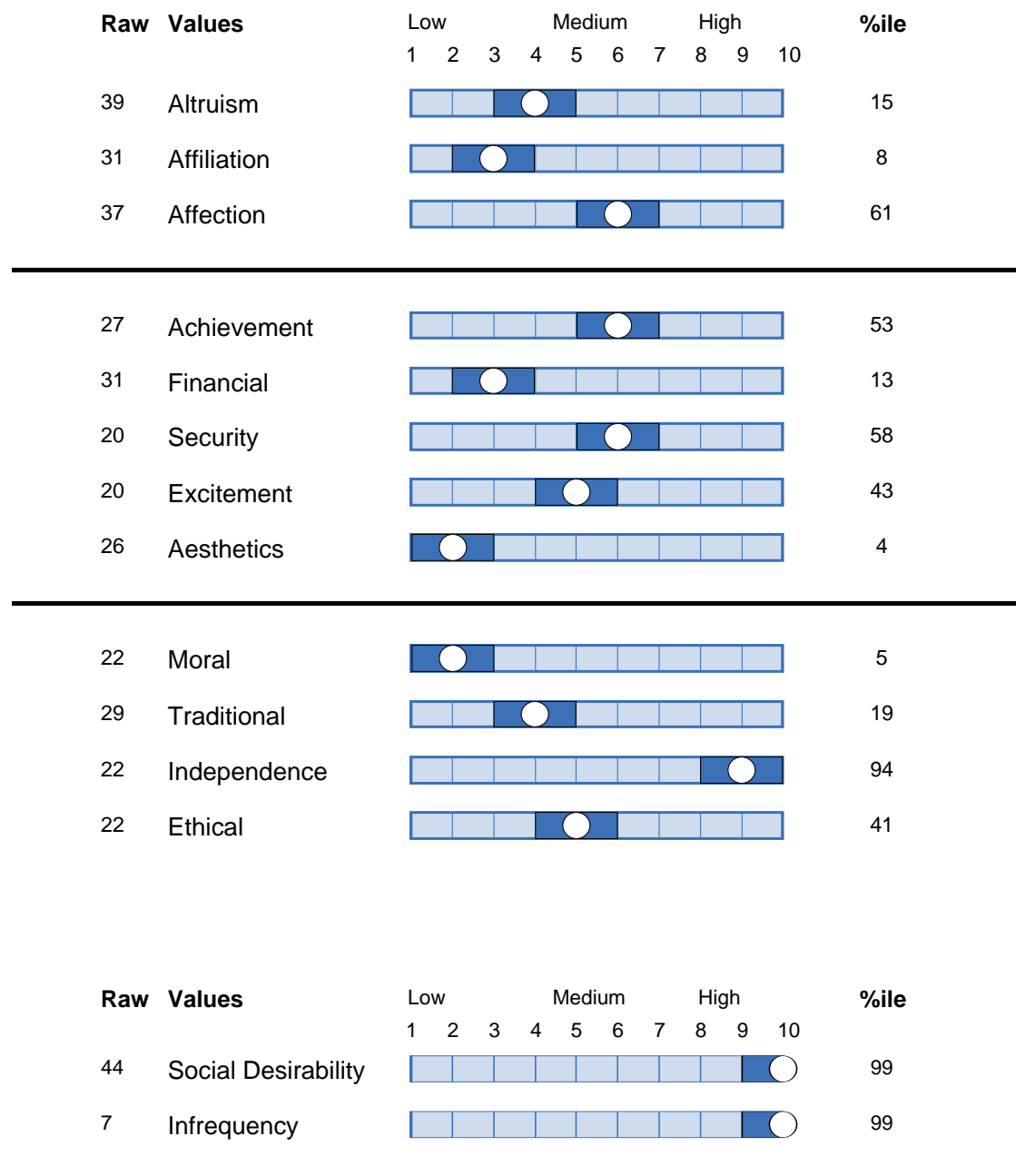
### DE-MOTIVATING FACTORS

- Situations in which his freedom of expression is restricted.

**NOTE:** The respondent appears to have completed the questionnaire in a manner which could threaten the validity of the results. Possible problems include:

- Presenting themselves in a socially desirable light (i.e. being kind to themselves).
- Not being attentive in completing the questionnaire or randomly responding to the questions.
- Acquiescing (i.e. tending to opt disproportionately for the affirmative answers such as yes, agree or true).

## VMI PROFILE CHART



Reference group based on a sample of 279 Arabic First Language Speakers.