

# VMI

## VALUES and MOTIVES INVENTORY

**Peter Sample**

**Arabian Assessment &  
Development Centre**

**19/10/3397**

*This is a strictly confidential assessment report on Peter 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 Peter. 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 Peter rates altruism as being of extremely low importance. This would indicate that he may be somewhat unsympathetic towards those who are less fortunate than himself and believe that people are better served if they take responsibility for their own lives rather than rely on others for support. He professes to have very 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 low emphasis on close personal relationships, he is unlikely to seek out people to share his problems and is liable to keep a lot to himself.

### Extrinsic Values

Peter 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 some value on economic status and the associated trappings of wealth, he will regard his own financial position as a measure of success and aspire to the accumulation of wealth. He is the kind of person who will want a little more than just financial comfort. Peter expresses a strong need for safety and security and may be concerned about steering clear of situations in which there is an element of risk or danger. The thought of confronting danger or engaging in hazardous pursuits is likely to be uncomfortable for him. Peter expresses a very strong appreciation for aesthetics and cultural activities such as art, music and literature and is of the view that they are worth following for their own sake. Often people with this profile enjoy discussing issues which appear to have little bearing on everyday life.

### Intrinsic Values

Not being preoccupied with any fundamental set of moral principles, he will be more inclined to view his own and others' behaviour in light of the circumstances at the time. Not in the least concerned about traditional values, he is very unlikely to consider national pride, patriotism and loyalty as valued qualities of an employee. Typically, these people lack a nostalgic vision of the past and will concern themselves with what they believe to be 'the here and now'. Inclined to believe in personal freedom, he may be somewhat critical of people who are in positions of authority who attempt to impose their own perspective on life to which he disagrees. Peter 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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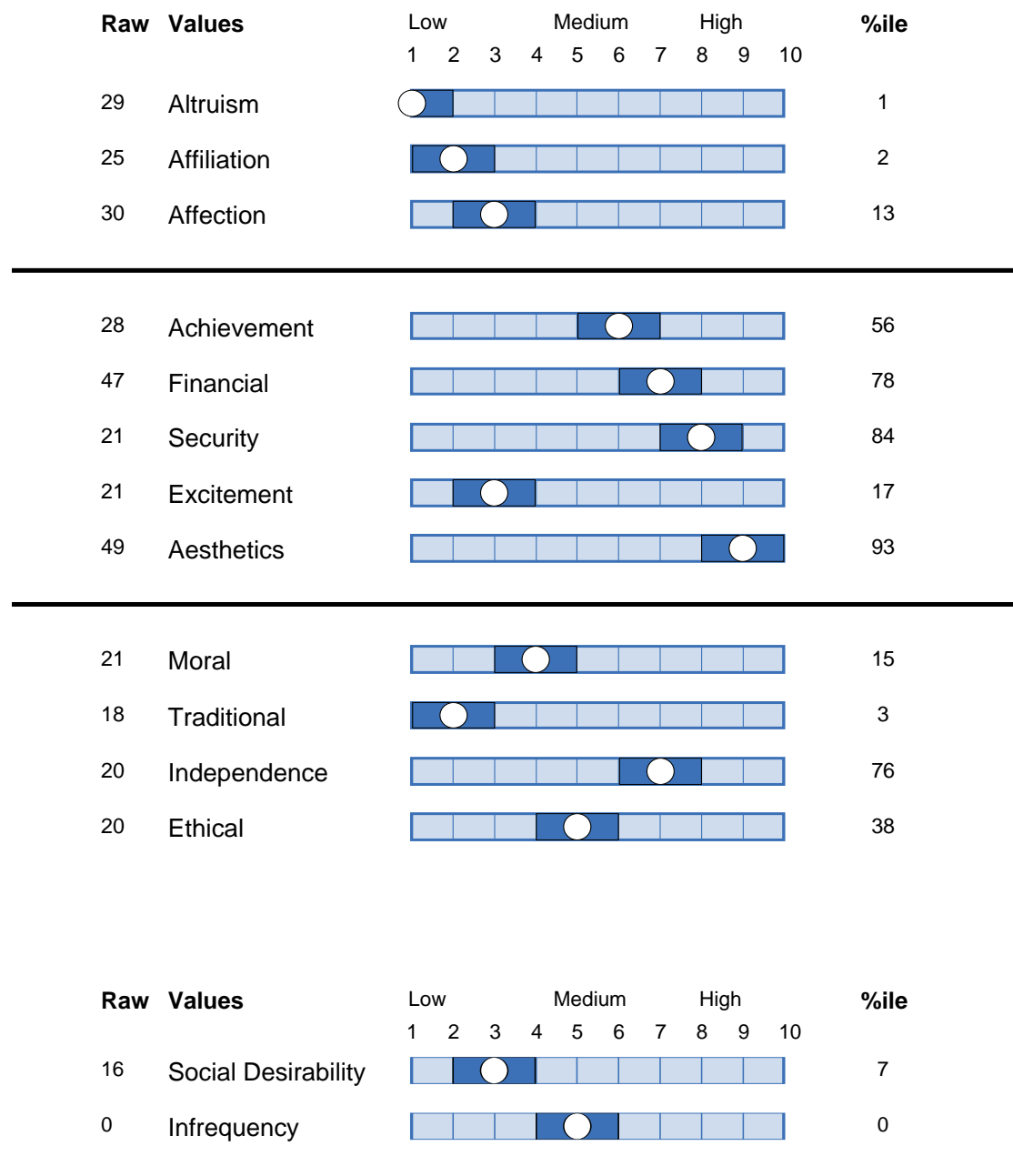
### **MOTIVATING FACTORS**

- Situations which allow him to express or experience creativity.

### **DE-MOTIVATING FACTORS**

- Situations which he is required to face risks and confront danger.

## VMI PROFILE CHART



Reference group based on a sample of 1052 Professional Males and Females.