

Sam Sample

EXPERT

VMi STANDARD REPORT

VALUES AND MOTIVES INVENTORY



POWERED BY

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REPORT STRUCTURE

The Standard Report presents Sam Sample's profile results in the following sections:

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DISCLAIMER

This is a strictly confidential assessment report on Sam Sample which is to be used under the guidance of a trained professional. The information contained in this report should only be disclosed on a 'need to know basis' with the prior understanding of Sam Sample.

This profile arises from a self-report questionnaire and must be interpreted in the light of corroborating evidence gained from feedback and in the context of the role in question taking into account available data such as performance appraisals, actual experience, personality preferences, interests, abilities and skills. As such the authors and distributors cannot accept responsibility for decisions made based on the information contained in this report and cannot be held directly or indirectly liable for the consequences of those decisions.



GUIDE TO USING THIS REPORT

INTRODUCTION

The Value and Motives Inventory (VMI) profiles a person's motivations to determine the amount of energy and effort they are likely to expend in different activities. The VMI measures occupationally relevant values under three main categories, these are:



THE STANDARD REPORT

The Standard Report provides descriptions of the respondent's interpersonal, extrinsic and intrinsic values as well as summarises the possible motivating and demotivating factors. The report ends with the respondent's profile charts and scale scores.

FURTHER CONSIDERATIONS

To provide a more comprehensive view of this individual you may wish to also look at the following assessments:

Fifteen Factor Questionnaire Plus (15FQ+)

The 15FQ+ is an assessment of personality and individual differences. The 15FQ+ is based on one of the most researched and respected models of personality, identifying behaviour preferences across Cattell's 16 personality constructs (Cattell, 1946) and the big five personality traits (McCrae and Costa, 1987). These provide insight into how people typically think, feel and interact in ways that may be productive or counter-productive for an organisation.

General Reasoning Test (GRT2)

The GRT2 assesses the ability to reason using words, numbers and abstract concepts. It has been specifically designed to discriminate between candidates of average ability, whose aptitude is being assessed for general level employment and training. Tests such as the General Reasoning Test have consistently been found to be the best single predictor of both performance and trainability in roles that require a good level of general mental ability.

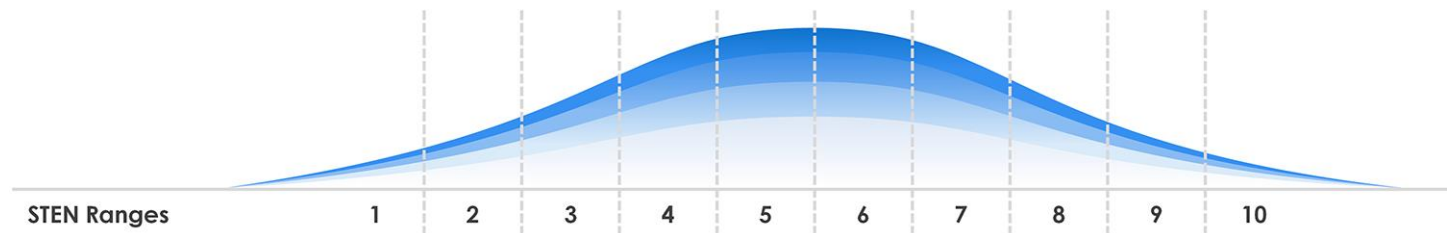


Critical Reasoning Test Battery (CRTB2)

Critical Reasoning is an ability that is central to all roles that require the incumbent to take logical decisions based on complex information. The test comprises two sub-tests which measure verbal and numerical critical reasoning. The Critical Reasoning Test Battery contains problems which are relevant to management and business functions and was designed to distinguish between individuals of high ability.

REFERENCE GROUP (NORM) USED

A reference group is used to evaluate Aaron's results. His results are presented as standardised STEN scores with Mean=5.5 and SD=2 as demonstrated in the following chart.



The following norm was used to generate this report:

Test	Norm Used	Sample Size
Values and Motives Inventory (VMI)	Professionals and Managers	2349

UNDERSTANDING THE CHARTS AND TABLES

Much of the information provided in this report is presented in the form of charts or tables, which is why it is important to be able to read them accurately and make use of the information contained within them. The following elements are used to present the data in the charts and tables:

Element	Description
STEN Score	The STEN score is a standardised scale used to compare respondent results. The score has a Mean of 5.5 and Standard Deviation of 2. This score is presented as a 10-point scale in the results chart.
Standard Error of Measurement (SEm)	The Standard Error of Measurement is a measure of the range within which an individual's hypothetical 'true' score is likely to fall within 68% probability. It is presented as blue error bar surrounding the respondent's obtained STEN score in the results chart.
Percentile Score (%ile)	A value which reflects the percentage of people in a sample who score below a given raw score. This score is presented as a numerical value between 0 and 100 in the results chart.



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.

By placing high emphasis on close personal relationships, he expresses a strong need to share feelings and emotions with sympathetic others. This need for empathy will lead him to seek understanding others who will provide him with support particularly when circumstances are unfavourable.

He professes to have a very high need for affiliation and considers close personal contact with people to be of paramount importance. This need for companionship is likely to play a highly significant role in his life.

EXTRINSIC VALUES

Sam Sample rates high achievement as being of some, yet not an over-riding driver. In line with this, he will want to do well in things he does and will gain satisfaction from succeeding in challenging tasks which ensures the respect of colleagues and associates.

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 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. Preferring the routine and familiar, he is inclined to avoid activities which require him to face the unpredictable.

Sam Sample expresses an extremely 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.

He expresses a 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's results show that he is quite satisfied that people in positions of power are doing a job like anyone else and will generally go along with established thinking.

Strongly inclined to resist the idea that Science can explain all the intricacies of life and the universe, he will be very adamant that there are areas which are beyond the reach of materialistic, mechanistic explanations.



ADDITIONAL COMMENTS

The following section lists a number of points which can be inferred from Sam Sample's assessment report. Managers and Counsellors may wish to consider these prior to counselling discussions.

MOTIVATING FACTORS

- Situations in which he can initiate, build and maintain interpersonal relationships.
- Situations in which he can rely on colleagues to provide him with support, recognition and warmth.
- Situations which allow him to express or experience creativity.

DE-MOTIVATING FACTORS

- Situations in which traditional values are undermined or questioned.
- Situations in which his personal beliefs are questioned or undermined.
- Situations which he is required to face risks and confront danger.
- Situations in which he is provided little or no opportunity to meet and interact with people.
- Situations in which his need for support and approval is not recognised by others.

NOTE:

The respondent appears to have completed the questionnaire in a manner which could threaten the validity of the results. The possible problem is:

- Presenting themselves in a socially desirable light (i.e. being kind to themselves).



VMI PROFILES

INTERPERSONAL VALUES PROFILE

Scale	%ile	1	2	3	4	5	6	7	8	9	10
Altruism	51						6				
Affection	80							8			
Affiliation	88								9		

EXTRINSIC VALUES PROFILE

Scale	%ile	1	2	3	4	5	6	7	8	9	10
Achievement	62						7				
Financial	52					6					
Security	80							8			
Aesthetic	98									10	

INTRINSIC VALUES PROFILE

Scale	%ile	1	2	3	4	5	6	7	8	9	10
Moral	17			4							
Traditional	85							8			
Independence	8			4							
Ethical	95								9		



VALIDITY SCALES

Scale	%ile	1	2	3	4	5	6	7	8	9	10
Social Desirability	95									9	
Central Tendency	21				4						