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RESPONDENT

FEEDBACK REPORT

VALUES





GUIDE TO USING THIS REPORT

INTRODUCTION

Values are presumed to encapsulate the aspirations of both individuals and societies. They relate to the most desirable, deeply ingrained standards that determine future directions and explain past actions. Values have been treated as key constructs in the process of socialisation, and have emerged in research in the occupational, cultural, religious, political, educational areas. Other intellectual traditions view values as also having an individual function shaped by the biological and psychological needs of each person. This perspective has fostered research linking values to the attitudes and personality of individuals and to the maintenance and enhancement of self-esteem. In spite of widespread acceptance of the relevance of values to human activity at both the individual and social levels of analysis, until recently developments in the field have been hampered by problems of definition and doubts about the empirical viability of the construct. From the deliberations, a unifying consensus emerged that values were "person-centered" and pertained to the desirable. - a consensus captured in the following definition:

A value is a conception, explicit or implicit, distinctive of an individual or characteristic of a group, of the desirable which influences the selection from available modes, means, and ends of action.

What the Values and Motives Indicator (VMI) measures:

To ensure a comprehensive coverage of the universe of occupationally relevant value items, a review was undertaken of research and instruments in the values arena. On the basis of this review, three Value categories were formulated:

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.
<ul style="list-style-type: none"> ▪ Altruism ▪ Affection ▪ Affiliation 	<ul style="list-style-type: none"> ▪ Achievement ▪ Economic Status ▪ Aesthetics ▪ Security/Safety 	<ul style="list-style-type: none"> ▪ Moral Values ▪ Independence ▪ Traditional Values ▪ Ethical Values

Your results on this questionnaire will be considered in the light of the other relevant data. Previous experience, interests, aptitudes and motivation all play a very significant part in determining an individual's fit within a working environment. The use of the VMI is restricted to professionals who have been trained in personality testing, and who will be able to interpret the significance of your profile within a work setting.



YOUR VMI SUMMARY

Interpersonal Values

The results on the questionnaire suggest that you are as concerned as most people about the plight of those who are in need. As such, while you may not be inclined to go out of your way to help those in hardship, you are likely to show some sympathy for those who are genuinely in need.

Placing about as much emphasis on close personal relationships as most people, whilst you may wish to form a select circle of close colleagues with whom you can share some of the experiences you have faced during the day, you will be no more inclined to burden other people with your personal problems.

Your need for affiliation is moderate - no more than one would expect from most people. Whilst you will generally wish to have some companionship, you do not rate this as particularly important.

Extrinsic Values

You place very low emphasis on achieving difficult and challenging tasks that are likely to win you the respect of others. You see very little reason to set yourself demanding standards of work achievement, preferring to set your sights at a realistic, attainable level which will not require having to make many personal sacrifices to reach.

Financial reward and economic status have only moderate importance to you. you are as concerned about accumulating wealth and associated trappings as most others and are no more materialistic than most.

Expressing limited concern for safety and security, you appear to be drawn to situations in which there may be an element of risk or danger. The thought of confronting danger or engaging in hazardous pursuits may at times appeal to you. This may simply be a feature of your wish to experience life to the full.

You claim to have quite little interest in artistic or cultural pursuits. You have limited understanding of what others see in such topics, much preferring to deal with concrete issues you will have little enthusiasm for 'airy-fairy' abstract notions outside your usual realm of experience.

Intrinsic Values

For you, truthfulness and personal integrity are of highest importance in living one's life. Having beliefs in the basic principles of right and wrong, you will tend to measure your own, and others' actions in terms of these fundamental principles. As such, you conduct your affairs in line with a strict code of moral values and expect those around them to do the same.

You express a strong respect for authority believing that rules and laws are meant to be obeyed and not broken. A firm defender of all that is traditional, you will be inclined to believe in and uphold the status quo, emphasising national pride, patriotism and loyalty as desirable qualities in all citizens. You may consider that standards have declined in recent years and decry the moral vacuum that you feel currently exists.

No more inclined to question or disparage the prevailing views, you are as concerned as most about abuse of power and authority and like most, will expect that people be made accountable for their actions.

Inclined to take the middle ground as far as understanding for the nature's complexities, you are as open to a scientific or spiritual explanations, whichever appears the more convincing. One way or the other, you do not appear overly concerned, perhaps putting more emphasis on explaining more mundane, day-to-day mysteries of life.



ADDITIONAL COMMENTS

The following section lists a number of points which can be inferred from your assessment report. To gain the most benefit from these points we commend that you review them with a trained Counsellor.

MOTIVATING FACTORS

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

DE-MOTIVATING FACTORS

- Situations in which there is a lack of concern for standards of work and behaviour.
- Situations in which traditional values are undermined or questioned.