

# Values and Motives Inventory

For Adults & Young People Over 15

## VMI

Understanding a person's natural energies helps identify both where they are likely to gain most satisfaction and make the greatest contribution. VMI is a normative self-report questionnaire which profiles a person's motivating forces to determine the amount of energy or effort they are likely to expend in particular activities. As such it can be used on its own or as part of an assessment battery for selection, development, guidance or team-building.

## What the VMI Measures

VMI scales have been selected not only for their relevance to the workplace but on the basis of a thorough review of those values which have been identified in previous research as being important determinants of behaviour at work. The 12 scales are grouped into three areas:

- 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.

## Advantages

VMI provides a focussed, reliable and comprehensive assessment of personal values and motives. Available for pencil-and-paper or on-screen administration, VMI is the ideal tool for examining a person's motivational style and values and has a variety of applications including selection, development, counselling and guidance.

## Reports for the VMI

VMI reports are produced in a profile and narrative format, written in a style which makes them ideal to give directly to the respondent. GeneSys reports can combine the VMI with the results of others measures to provide a single integrated report covering personality, interests, values and reasoning abilities.

# VMI

VALUES AND  
MOTIVES  
INVENTORY

## KEY FACTS

### What it Measures

A measure of 12 factors of motivation grouped into 3 areas - interpersonal, extrinsic and intrinsic.

### Use With

Adults aged 15+

### Use For

Selection, individual and team development, coaching and guidance.

### Administration & Scoring

Paper-and-pencil or computerised administration with scoring through the GeneSys Assessment System.

### Report Options

Profile and narrative reports for decision-makers and narrative reports for respondents.

### Qualification

Level B

### Timing

20 minutes + administration time

### Cost

2-3 Credits per scored assessment

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