

**VMI**  
VALUES and  
MOTIVES INVENTORY

Anne Sample

Sample Customer

22/05/2003

This is a strictly confidential assessment report on Anne Sample 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 knowbasis' with the prior understanding of Anne Sample. 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 Anne Sample is as concerned as most people about the plight of those who are in need. As such, while she may not go out of her way to help all people, she is likely to show some sympathy for those who are genuinely in need of support.

Her need for affiliation is moderate and while she will enjoy some companionship, she does not rate this as a strong driver. By placing as much emphasis on close personal relationships as most people, she is prepared to share some of the experiences she has faced during the day and share her personal problems with others.

### Extrinsic Values

Anne Sample rates high achievement as being of some, yet not an over-riding driver. In line with this, she will want to do well in things she 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 her and as such, she will be as concerned as most about accumulating wealth. No more safety minded than most, Anne Sample takes the middle ground as far as taking risks is concerned. She only has a moderate need for excitement suggesting that she should be as cautious as most when faced with dangerous situations. Anne Sample has no greater appreciation for cultural activities than most and takes the middle ground as far as such as aesthetic sensitivity to art, music and literature is concerned.

### Intrinsic Values

For Anne Sample, truthfulness and personal integrity are of importance in living one's life. Having a belief in the principles of right and wrong, she will tend to measure her own and others' actions in terms of these fundamental principles. No more concerned about traditional values than most, she generally regards such qualities as national pride, patriotism and loyalty as of some, but not an over-riding importance. , she is likely to Her results show that Anne Sample is quite satisfied that people in positions of power are doing a job like anyone else and will generally go along with established thinking. Inclined to believe that Science cannot explain all the intricacies of nature, she may be of the view that there are some areas which will remain beyond the reach of the material world.

## ADDITIONAL COMMENTS

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### MOTIVATING FACTORS

- Situations which allow her to be recognised for an outstanding achievement in her field.

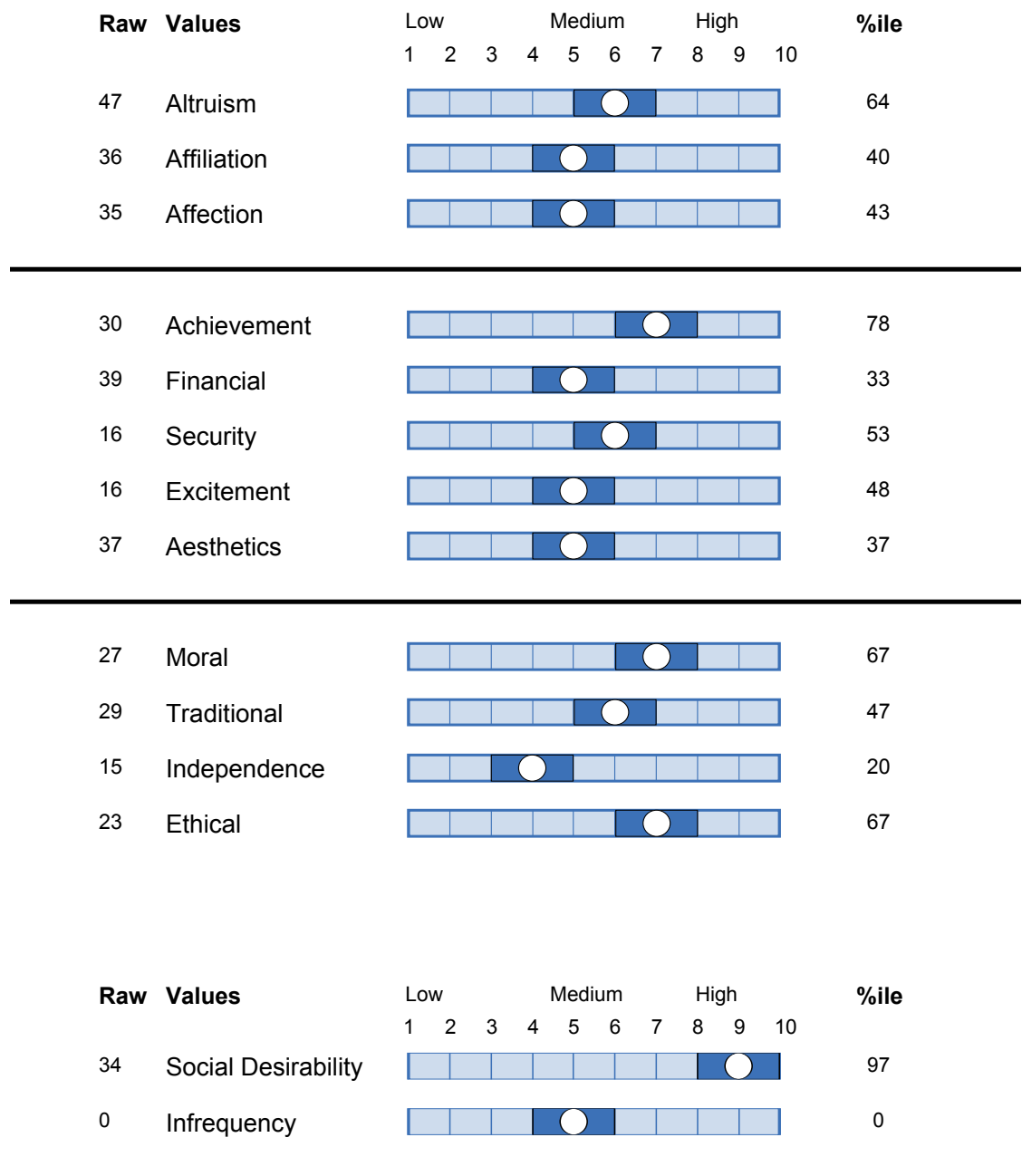
### DE-MOTIVATING FACTORS

- Situations in which there is a lack of concern for standards of work and behaviour.
- Situations in which her personal beliefs are questioned or undermined.
- Situations which provide little or no opportunity for her to achieve something outstanding which will be recognised by her peers.

**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).
- Opting disproportionately for the central answers, avoiding the extremes.

## VMI PROFILE CHART



Reference group based on a sample of 1045 Adult Males & Females.