



VMI

VALUES and MOTIVES INVENTORY

Psych Demo

2007/06/05

This is a strictly confidential assessment report on Psych Demo 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 Psych Demo. A full understanding of this analysis should also take account of other relevant information such as actual experience, vocational interests, skills and aptitudes.

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 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 that refer to relations with others)

- Altruism: Assisting, helping, generally caring for others.
- Affiliation: Companionship, making contacts and maintaining friendships.
- Affection: Being able to show and be shown warmth and sympathy.

EXTRINSIC: (Values that refer to motivating factors at work)

- Achievement: Excelling in everything attempted, setting the high standards.
- Economic Status: Financial gains and the trappings of wealth and status.
- Security/Safety: Security, safety and freedom from harm.
- Aesthetics: Intellectual and cultural activities including art, music and literature.

INTRINSIC: (Values that relate to personal beliefs and attitudes)

- Moral: Truthfulness and personal integrity - basic principles of right and wrong.
- Traditional: Tradition, patriotism, loyalty.
- Independence: Standing up to one's own beliefs, personal freedom and liberty.
- Ethical: Personal faith and the belief in higher order explanations for the

universe.

YOUR VMI SUMMARY

Interpersonal Values

The results on the questionnaire suggest that you rate altruism as being of quite low importance. This would indicate that you would be inclined to have a somewhat less sympathetic stance towards those who are less fortunate than yourself, considering perhaps that generally people are better served if they take responsibility for their own lives and do not rely on others for support. You profess to have an above average need for affiliation, which would suggest that you consider close personal contact with people fairly important, although not overriding. This moderate need for companionship is likely therefore only to play a limited role in determining your behaviour. Placing limited emphasis on close personal relationships, you express little need for support and empathy. You are therefore unlikely to seek out people with whom you can share your problems and appears to have fairly modest need for people to show you sympathy when things go wrong.

Extrinsic Values

You place low emphasis on achieving difficult and challenging tasks that are likely to win you the respect of others. You see 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 considerable personal sacrifices to reach. Placing a low value on economic status and associated trappings of material wealth, you will see little point in pursuing further financial gain once you had achieved what you considered to be a comfortable lifestyle. Not in the slightest materialistic, you will be unimpressed by sheer accumulation of wealth, regarding an individual's status as somewhat more than the amount of material possessions they had managed to gain. 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. Your appreciation for cultural activities such as art, music and literature is no greater than most. You take the middle ground as far as aesthetic sensitivity is concerned being no more drawn to cultural and creative activities than most.

Intrinsic Values

Having extremely little preoccupation for moral values, you do not believe in a fundamental set of principles which dictate the way one should live one's life. With no rigid moral code to guide you, you will be more inclined to view your own, and others' behaviour in the light of the circumstances at the time. Placing limited emphasis on traditional values, you are unlikely to emphasise national pride, patriotism and loyalty, as valued qualities of a citizen. Lacking a nostalgic vision of the past, you tend to concern yourself more with what you believe to be 'the here and now'. Not particularly concerned about promoting ideas which may be in conflict with authority or the prevailing view, you are likely to be 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 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

MOTIVATING FACTORS

Situations in which you can initiate, build and maintain interpersonal relationships.

DE-MOTIVATING FACTORS

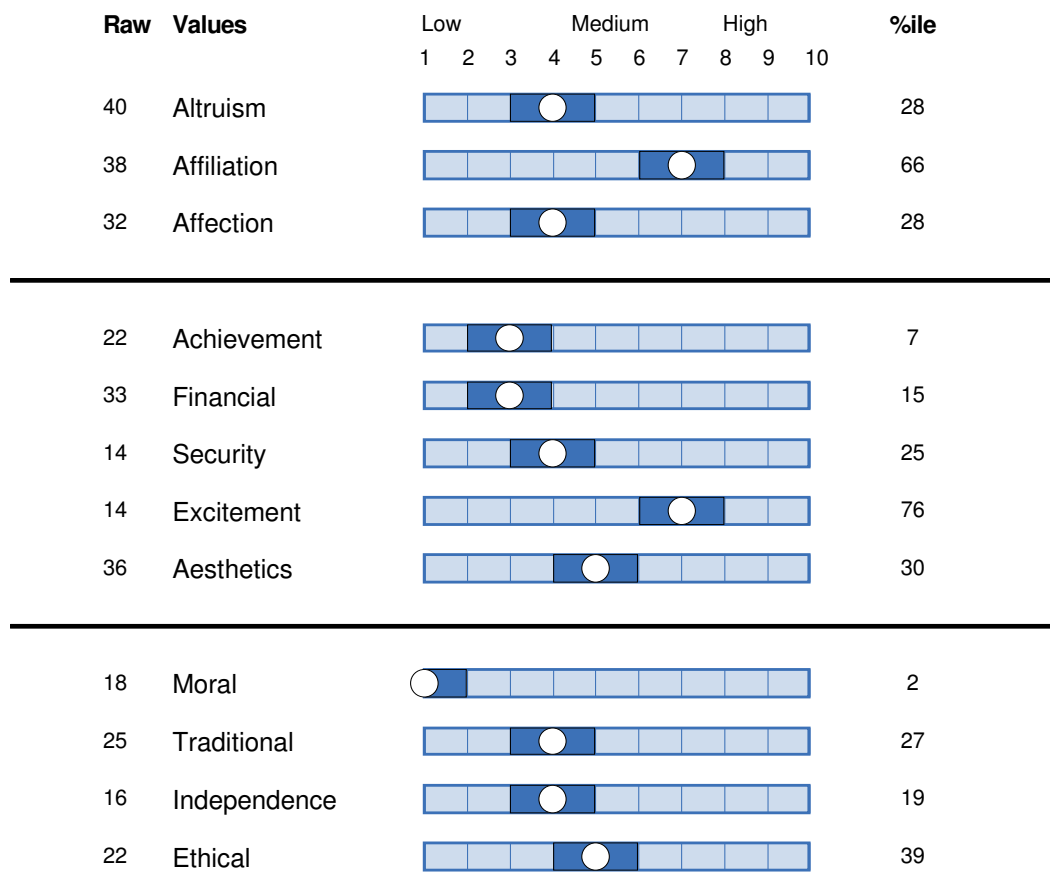
Situations which you are provide little or no opportunity to meet and interact with people.

NOTE:

You appear to have completed the questionnaire in a manner which could threaten the validity of the results. Possible problems include:

- Presenting yourself in a socially desirable light (i.e. being kind to yourself).
- Not being attentive in completing the questionnaire or randomly responding to the questions.

VMI PROFILE CHART



Reference group based on a sample of 186 SA General Population.