

**VMI**  
VALUES and  
MOTIVES INVENTORY

Martin Smith

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Report produced by:

Management Sanctuary Ltd

[www.managementsanctuary.com](http://www.managementsanctuary.com)

*This is a strictly confidential assessment report on Martin 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 Martin. 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 Martin rates altruism as being of quite low importance. This would indicate that he will selectively help those in need and may believe that people are better served if they take responsibility for their own lives and do not rely solely on others for support. He professes to have an above average, yet not overriding need for companionship and therefore is unlikely to play a significant role in determining his behaviour. By placing as much emphasis on close personal relationships as most people, he is prepared to share some of the experiences he has faced during the day and share his personal problems with others.

### Extrinsic Values

Martin rates achievement as highly as most people and will gain as much satisfaction from succeeding in challenging tasks as his peers. Having said this, he is unlikely to set himself overly demanding standards simply for the respect of others. By placing a very high value on economic status and wealth, he is very likely to be impressed by and aspire to the accumulation of wealth.

Martin expresses limited concern for safety and security and appears to be drawn to situations in which there is an element of risk or danger. In line with this, the thought of engaging in hazardous pastimes may at times appeal to him. Martin claims to have little interest in artistic or cultural pursuits and given the choice, may prefer to deal with concrete issues and will have little enthusiasm for 'airy-fairy' abstract notions outside his usual realm of experience.

### Intrinsic Values

Having little preoccupation for moral values, he does not believe that a fundamental set of principles should dictate the way one should live their life. Often people with this profile are inclined to view their own and others' behaviour in light of the circumstances at the time. Placing limited emphasis on traditional values, he is unlikely to emphasise national pride, patriotism and loyalty as valued qualities of an employee. Often people with this profile tend to concern themselves more with what they believe to be 'the here and now'.

Inclined to believe in personal freedom, he may be somewhat critical of people who are in positions of authority who attempt to impose their own perspective on life to which he disagrees. Martin is equally open to a scientific or spiritual explanation in order to understand nature's complexities. One way or the other, he does not appear overly concerned and is likely to be more interested in explaining the more mundane, day-to-day mysteries of life.

## ADDITIONAL COMMENTS

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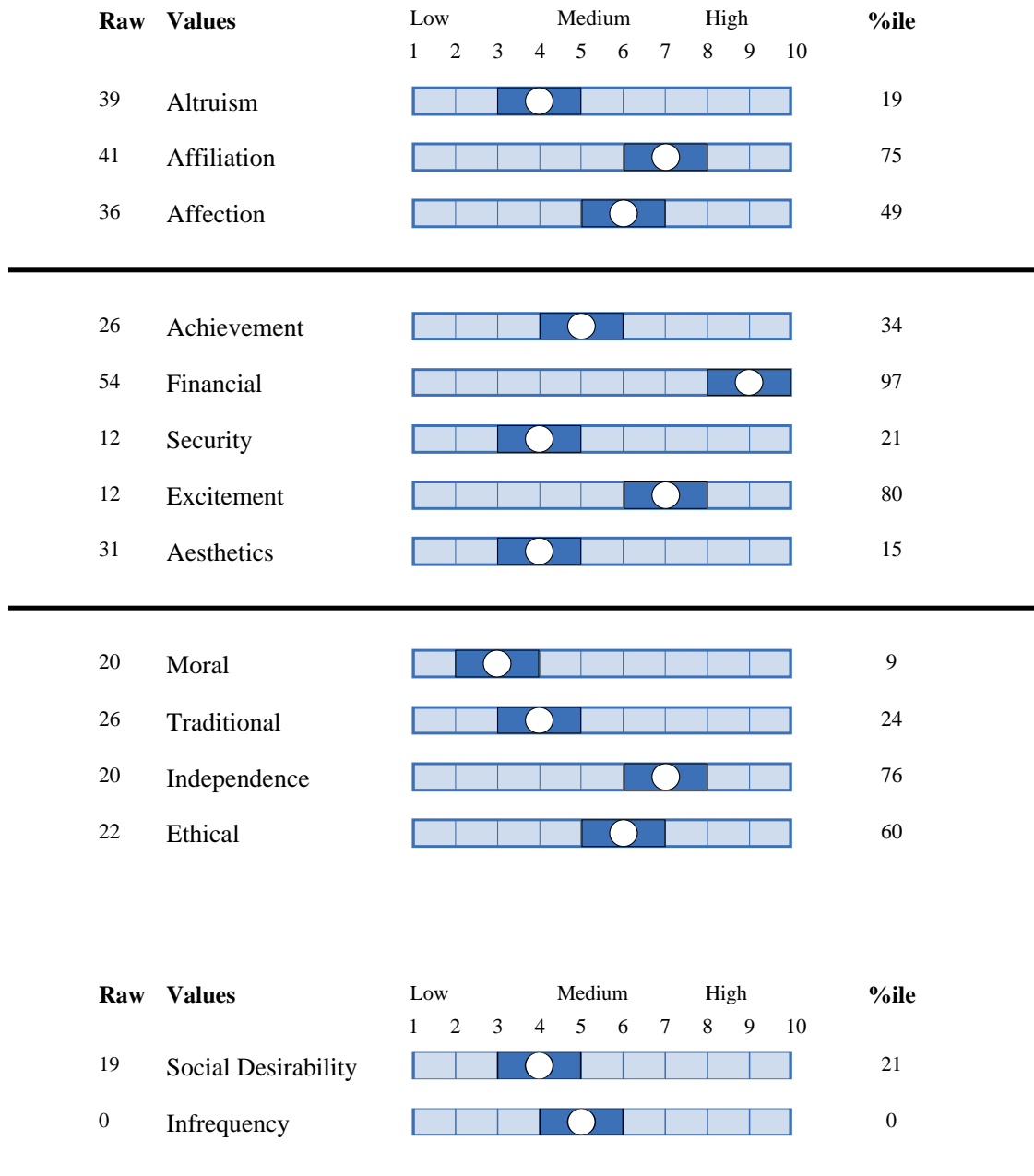
### MOTIVATING FACTORS

- Situations in which he can initiate, build and maintain interpersonal relationships.
- Situations which allow him to gain financial reward for his success.

### DE-MOTIVATING FACTORS

- Situations in which his freedom of expression is restricted.
- Situations in which he is provided little or no opportunity to meet and interact with people.
- Situations which provide little or no opportunity for him to be financially rewarded for his efforts.

## VMI PROFILE CHART



Reference group based on a sample of 1052 Professional Males and Females.