Executive Candidate Assessment

Assessment: VMI Standard Report **Candidate**

Name: Sam Sample

Detail2 Recruitment

REPORT STRUCTURE

The Standard Report presents Sam Sample's profile results in the following sections:

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DISCLAIMER

This is a strictly confidential assessment report on Sam Sample which is to be used under the guidance of a trained professional. The information contained in this report should only be disclosed on a 'need to know basis' with the prior understanding of Sam Sample.

This profile arises from a self-report questionnaire and must be interpreted in the light of corroborating evidence gained from feedback and in the context of the role in question taking into account available data such as performance appraisals, actual experience, personality preferences, interests, abilities and skills. As such the authors and distributors cannot accept responsibility for decisions made based on the information contained in this report and cannot be held directly or indirectly liable for the consequences of those decisions.

GUIDE TO USING THIS REPORT

INTRODUCTION

The Value and Motives Inventory (VMI) profiles a person's motivations to determine the amount of energy and effort they are likely to expend in different activities. The VMI measures occupationally relevant values under three main categories, these are:

Interpersonal	Extrinsic	Intrinsic
Values which influence an individual's approach to relationships with others.	Values which influence behaviour in the workplace.	Values relating to personal beliefs and attitudes which guide an individual's approach to everyday problems.
▪ Altruism ▪ Affection ▪ Affiliation	▪ Achievement ▪ Economic Status ▪ Aesthetics ▪ Security/Safety	▪ Moral Values ▪ Independence ▪ Traditional Values ▪ Ethical Values

THE STANDARD REPORT

The Standard Report provides descriptions of the respondent's interpersonal, extrinsic and intrinsic values as well as summarises the possible motivating and demotivating factors. The report ends with the respondent's profile charts and scale scores.

FURTHER CONSIDERATIONS

To provide a more comprehensive view of this individual you may wish to also look at the following assessments:

Fifteen Factor Questionnaire Plus (15FQ+)

The 15FQ+ is an assessment of personality and individual differences. The 15FQ+ is based on one of the most researched and respected models of personality, identifying behaviour preferences across Cattell's 16 personality constructs (Cattell, 1946) and the big five personality traits (McCrae and Costa, 1987). These provide insight into how people typically think, feel and interact in ways that may be productive or counter-productive for an organisation.

General Reasoning Test (GRT2)

The GRT2 assesses the ability to reason using words, numbers and abstract concepts. It has been specifically designed to discriminate between candidates of average ability, whose aptitude is being assessed for general level employment and training. Tests such as the General Reasoning Test have consistently been found to be the best single predictor of both performance and trainability in roles that require a good level of general mental ability.

Critical Reasoning Test Battery (CRTB2)

Critical Reasoning is an ability that is central to all roles that require the incumbent to take logical decisions based on complex information. The test comprises two sub-tests which measure verbal and numerical critical reasoning. The Critical Reasoning Test Battery contains problems which are relevant to management and business functions and was deigned to distinguish between individuals of high ability.

REFERENCE GROUP (NORM) USED

A reference group is used to evaluate Sam's results. His results are presented as standardised STEN scores with Mean=5.5 and SD=2 as demonstrated in the following chart.

STEN Ranges   1   2   3   4   5   6   7   8   9   10
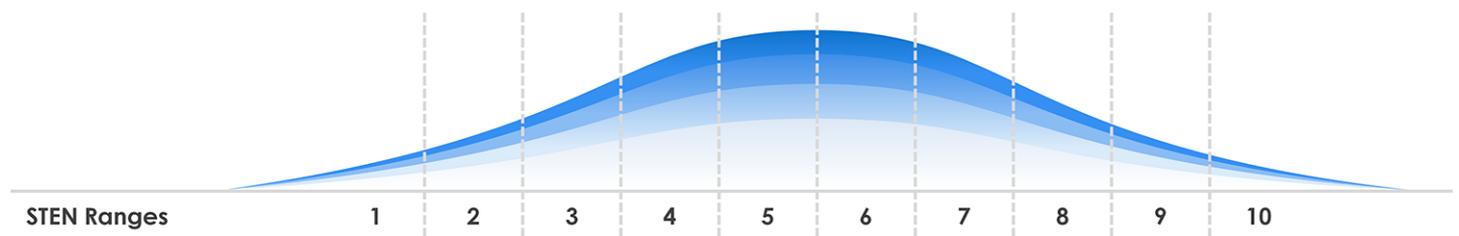
The following norm was used to generate this report:

Test	Norm Used	Sample Size
Values and Motives Inventory (VMI)	NZ Applicants	1074

UNDERSTANDING THE CHARTS AND TABLES

Much of the information provided in this report is presented in the form of charts or tables, which is why it is important to be able to read them accurately and make use of the information contained within them. The following elements are used to present the data in the charts and tables:

Element	Description
STEN Score	The STEN score is a standardised scale used to compare respondent results. The score has a Mean of 5.5 and Standard Deviation of 2. This score is presented as a 10-point scale in the results chart.
Standard Error of Measurement (SE*m*)	The Standard Error of Measurement is a measure of the range within which an individual's hypothetical 'true' score is likely to fall within 68% probability. It is presented as blue error bar surrounding the respondent's obtained STEN score in the results chart.
Percentile Score (%ile)	A value which reflects the percentage of people in a sample who score below a given raw score. This score is presented as a numerical value between 0 and 100 in the results chart.

VALUES ASSESSMENT

Interpersonal Values

The results of this questionnaire suggest that Sam Sample is as concerned as most people about the plight of those who are in need. As such, while he may not go out of his way to help all people, he is likely to show some sympathy for those who are genuinely in need of support.

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.

His need for affiliation is moderate and while he will enjoy some companionship, he does not rate this as a strong driver.

Extrinsic Values

Sam Sample places very low emphasis on achieving difficult and challenging tasks and sees very little reason to set himself demanding standards of work achievement. Given the choice, he will prefer to set his sights at a realistic, attainable level and not have to make many personal sacrifices.

Financial reward and economic status have only moderate importance to him and as such, he will be as concerned as most about accumulating wealth.

Sam Sample 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.

Sam Sample 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

For Sam Sample, truthfulness and personal integrity are of the highest importance in living one's life. Having a belief in the principles of right and wrong, he will tend to measure his own and others' actions in terms of these fundamental principles.

He expresses a strong respect for authority and believes that rules and laws are meant to be obeyed and not broken. A firm defender of all that is traditional, he may perceive that standards have declined in recent years and will tend to uphold the status quo.

Sam Sample is as concerned as most about the abuse of power by those in authority and like most, will expect people be made accountable for their actions.

Sam Sample 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

The following section lists a number of points which can be inferred from Sam Sample's assessment report. Managers and Counsellors may wish to consider these prior to counselling discussions.

MOTIVATING FACTORS

- No significant observations to report. There appear to be no particularly outstanding features to his 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.

VMI PROFILES

INTERPERSONAL VALUES PROFILE

Scale	%ile	1	2	3	4	5	6	7	8	9	10
Altruism	55						6				
Affection	47					5					
Affiliation	64						6				

EXTRINSIC VALUES PROFILE

Scale	%ile	1	2	3	4	5	6	7	8	9	10
Achievement	6		2								
Financial	40					5					
Security	20				4						
Aesthetic	23				4						

INTRINSIC VALUES PROFILE

Scale	%ile	1	2	3	4	5	6	7	8	9	10
Moral	85								8		
Traditional	87								8		
Independence	35					5					
Ethical	36					5					

VALIDITY SCALES

Scale	%ile	1	2	3	4	5	6	7	8	9	10
Social Desirability	70							7			
Central Tendency	84							7			