

# X **MVP**

## MATCHED VALUES PROFILE

The **MATCHED VALUES PROFILE™** is a *web-delivered employment assessment* designed to help improve talent acquisition through better alignment of employee and organization *core work values*.

The MVP is a 55-item survey of work values that requires 25-30 minutes for completion. Scoring & reporting of applicants' results is automated and provided immediately upon completion. The system works by comparing ratings of importance for eleven core work values such as *Achievement, Orderliness & Power* to those of the organization. The goal is to hire applicants who align well with the organization's work values to improve job fit & performance long-term.



*DeGarmo Group* works with executive leadership in each client organization to determine their custom MVP profile. This process is very efficient & produces a diagnostic report of core work values that informs the employee selection process as well as other important organizational development efforts.

From entry-level to executive leadership positions, the MVP can be used to enhance the selection of employees to ensure greater organizational alignment & long-term success against valued performance metrics.

Find out more about the MVP by contacting the *DeGarmo Group* at 866.4.DEGARMO.

**CONFIDENTIAL REPORT**

Results for: John B. Doe  
Test Date: September 1, 2009

**MATCHED VALUES PROFILE**

Date: 9/1/2009  
Location: Chicago

Summarizing the applicant's performance on the Matched Values Profile.

work values relative to XYZ Corp. It is a visual depiction of the applicant's compatibility with XYZ Corp's core work values. Below is a visual depiction of John Doe's congruence with XYZ Corp's core work values. This report is a summary of the results of this report.

Match: **M**  
Mismatch: **N/A**

**Value Importance Ratings**

Moderate More Important

Value Importance Ratings chart showing importance levels for various work values.

**X Corp's for the following dimensions**

Work exploring by one's own initiative, autonomy, and interacting with others, future while minimizing risk and uncertainty.

Work somewhat more than employees, as a threat with a perception that work is not important.

Higher importance placed on variety and presentation with new situations and will handle. Although not likely to increase employees may need extra support and encouragement.

Very different from XYZ Corp's for the following dimensions.

Work less importance on training others, encouraging compliance at all costs. As a threat adopts in a way that they find threatening, although not likely to increase employees may need extra support and encouragement.

Importance much less than leadership, work to do what is asked.

# The **Matched Values Profile** can help improve talent acquisition for every job, in every organization.



- Profile similarity with an organization's work values is associated with higher levels of organizational commitment and job satisfaction and reduced levels of turnover-related behaviors.
- A *Weak Match* on the MVP is twice as likely to result in low levels of organizational commitment as a *Strong Match*.
- *Strong Match* outcomes result in 37% fewer reports of turnover-related behaviors.
- People with a *Strong Match* outcome are 25% more likely to report high levels of job satisfaction than people with a *Weak Match*.
- Participants who fail the MVP report are two-and-a-half times more likely to engage in turnover-related behaviors.
- There is no evidence of adverse impact for the MVP.

