

YMVP

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.



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.

The screenshot shows the MVP assessment interface. At the top, there is an instruction reminder: "Please review the list of 55 statements, and think about how important each statement is to YOU. Then sort each statement into one of 9 'importance' categories. Again, you do not need to start at the top." Below this is the MVP logo and a bar chart showing the importance rating status. The chart has a horizontal axis labeled "Importance Rating Status" with values 1/2, 1/5, 1/7, 0/8, 1/11, 2/8, and 2/7. The vertical axis is labeled "Average". Below the chart is a table with 10 rows of value statements and 7 columns of importance categories (1-7). Each cell contains a radio button. A "Submit" button is at the bottom left.

Status	Value Statements	1	2	3	4	5	6	7
✓	1. Setting challenging goals for performance.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
✓	2. Being free to choose one's activities.	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
✓	3. Willingly helping others in need.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
✓	4. Controlling financial resources.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
✓	5. Recognizing and enjoying beauty.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>
✓	6. Engaging in exciting activities.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>
✓	7. Interacting with others on a frequent basis.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
✓	8. Maintaining clean and tidy surroundings.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
✓	9. Having authority over others.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
✓	10. Obeying rules and regulations.	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

