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Interpretive Guide for the
Career Compass Report

Based on the *Motives, Values, Preferences Inventory*
From Hogan Assessments

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Using the Career Compass Report

What do these statements have in common?

“I’d like to be famous.”

“I need to work by myself.”

“Show me the money.”

“I love to run things.”

“I can’t stand working in the same place every day.”

All these statements reflect motives and values of the speakers, and each of them has major implications for the speaker’s choice of work. **Career Compass** is designed to help people make the leap from statements such as these to concrete career choices. It is based on a scientifically validated instrument called the *Motives, Values, Preferences Inventory*, one of the few surveys that studies core values in a work context. Values concern what people WANT rather than what they may do or should do in certain situations.

Motives can be hard to articulate, even to ourselves. Many people are confused by messages about what they “should do.” Sometimes, significant others “see” us in careers for which we have little motivation, yet we can’t articulate why the choice feels wrong. Some people spend years in less-than-optimal situations because of that confusion. Think, for instance, of young people who, due to family pressures or ambitions, join their family businesses or qualify for a traditional family occupation (minister, physician, and farmer). Later, they find they are not brilliant contributors—even though other family members may be! Think, too, of people who choose work that pays well but does not interest them.

Don’t let it happen to you! It pays to be clear about your deepest values. Motivation is an enormous predictor of top performance and career success.

How Interests Differ from Motives and Values

Motives and values are more fundamental than interests. Your interests are likely to move over time, but they are always an expression of what you value. For example, you might have once enjoyed an extreme sport such as mountain biking (an interest). Over time you may have become bored with this activity, and turned your attention to rock climbing (another interest). The core values that tie both of these interests together, and which have not shifted, are love of physical activity, the freedom of the outdoors, and more than a hint of physical risk. Your interests have shifted; your motives have not.

Having a clear picture of your motives helps you screen opportunities; it helps you identify which job, career, or activity will lead you to life as you would like it to be.

There is a hierarchy by which you can view occupational interests, motives, and values.

At the lowest level are the identities of particular occupations: “Elementary Education” and “Library Science” are examples of occupational interests.

At the next level, there are descriptions of work activities that transcend particular situations or occupations. These include broader factors like “working with children,” “working with data,” “mechanical activities,” “mathematics,” or “outdoor activities.”

Finally, at the highest level, we have values or intentions that describe how we would like life to be—face-paced, quiet, friendly, helpful to others, full of visible accomplishment, well remunerated, and so on.

Research has shown that good choices at each level of this hierarchy are important to career satisfaction and success.

Motives and Interest Inventories vs. Personality Tests

Measures of motives, values, and interests are somewhat different from personality measures. Personality tests tell us what a person **may** do in certain situations, and how their behavior is likely to appear to others. Personality reports describe such characteristics as sociability, inquisitiveness, confidence, ambition, interpersonal sensitivity, cautiousness, and curiosity.

Value and interest inventories tell us what a person **wants** to do, shining a light on their inner conversation. To quote the technical manual for the *Motives, Values, Preferences Inventory*, published by Hogan Assessments, “Personality measures ask about a person’s typical response in various situations, but interest measures ask about a person’s **preferred** activities, roles, and associates. Interest measures allow people to describe themselves as they would like to be.”

Applying the Career Compass to Your Search

You can use information about your motives, values, and preferences in two ways. First, the information can help evaluate the fit between your motivations and the psychological requirements of jobs.

Second, the inventory can be used to evaluate the fit between your values and the culture and climate of a particular organization. It can be used to help you think strategically about your current job and career.

If you are currently rethinking your career and wish to connect your results with a sample of related job titles, we provide links to **O*NET** (Occupational Information Network), a leading source of occupational information sponsored by the US Department of Labor/Employment and Training Administration (USDOL/ETA).