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Authorised
Distributor

MAIN & SUBSCALE

Support Guide

HPI HDS

MVPI



Personality “Operating System”



MVPI		Low scorers	High scorers
Status Interests	Recognition	<ul style="list-style-type: none"> • Are content to work behind the scenes • Don't need "pats on the back" to be motivated • Value & appreciate modesty and sharing credit 	<ul style="list-style-type: none"> • Value involvement in high-visibility projects/roles • Being in front of an audience • Receiving public acknowledgement
	Power	<ul style="list-style-type: none"> • Prefer to serve as individual contributors • Are content to let others set direction and have leadership responsibility 	<ul style="list-style-type: none"> • Opportunities to lead & set direction for others • Having responsibility for high-profile/high-impact projects • Opportunities to move up within the organisation
	Hedonism	<ul style="list-style-type: none"> • Prefer serious, productivity-focused environments • Prefer to segment "work" & "fun" • Will seem buttoned-down, no-nonsense, & serious 	<ul style="list-style-type: none"> • Working in environments that place a premium on having & creating opportunities for fun • Abiding by the "work hard, play hard" mentality
Social Interests	Altruistic	<ul style="list-style-type: none"> • Prefer to provide assistance in a hands-off (versus hands-on) manner • Don't derive motivation as a service provider 	<ul style="list-style-type: none"> • Value providing service to others in a hands-on manner • Nurturing others & helping those who need assistance and/or the less fortunate
	Affiliation	<ul style="list-style-type: none"> • Are content to work independently • Need their "personal time" to decompress • Don't need continuous social interaction 	<ul style="list-style-type: none"> • Working in roles that provide them considerable opportunity to build relationships & network • Continuous contact with others at work
	Tradition	<ul style="list-style-type: none"> • Prefer environments that don't emphasise strict adherence to conventions • Prefer environments that tend to emphasise dynamism (versus organisational traditions) 	<ul style="list-style-type: none"> • Working in environments that place a premium on maintaining ingrained organisational conventions • Working in environments that are highly consistent with their values (i.e., need a strong degree of job fit)
Financial Interests	Security	<ul style="list-style-type: none"> • Prefer fast-paced environments in which they have to quickly deal with & adapt to changes • Feel stifled if overly constrained by structure 	<ul style="list-style-type: none"> • Working in secure, predictable environments that minimise risk & ambiguity • Working to create structure & predictability
	Commerce	<ul style="list-style-type: none"> • Are content to let others focus on bottom-line related issues; may value people over profits • Can be better motivated via non-financial rewards 	<ul style="list-style-type: none"> • Making money for themselves & the organisation • Enjoy budgeting, financial planning, & considering the bottom-line impact of their actions & decisions
Decision-Making Styles	Aesthetics	<ul style="list-style-type: none"> • Prefer to place an emphasis on functionality (as opposed to aesthetics) • Have limited appreciation for non-critical creativity 	<ul style="list-style-type: none"> • Enjoy being creative & innovative (enhancing the aesthetic -appeal and brand image of work products) • Working in aesthetically-appealing environments
	Science	<ul style="list-style-type: none"> • Prefer to rely upon intuition and leave analysis & research to others 	<ul style="list-style-type: none"> • Conducting research & analysing information to determine the "truth" & uncover underlying causes • May be more comfortable working with data

Subscale	Low scores	High scores
Lifestyles	Prefer not to be the centre of attention	Enjoy activities that attract attention
Beliefs	That recognition is unnecessary	That people should call attention to themselves
Occupational Preferences	Seek work with low risk of public exposure	Seek opportunities that allow them to stand out
Aversions	Dislike public praise/admiration	Become irritated when their efforts are unnoticed
Preferred Associates	People who avoid the spotlight	People who provide praise or promote them
Lifestyles	Are less concerned with status/taking charge	Like being in charge, challenged and being successful
Beliefs	That other things are important than being in charge	That winning is everything
Occupational Preferences	Comfortable team player supporting others	Like to demonstrate abilities, lead/influence others
Aversions	Tolerate others who do not push hard to get ahead	Are annoyed by lazy people, complacent, risk averse
Preferred Associates	People not focused solely on competition	People who are competitive and willing to take risks
Lifestyles	Put business before pleasure	Like recreation, excitement and having fun
Beliefs	Believe in self-discipline, focus, getting results	Believe in balancing work and playing hard
Occupational Preferences	Business environment, no frivolity or informality	Like travelling, entertaining and inclusion of humour
Aversions	Dislike people who are not serious and work-focused	Dislike people who are stiff and formal
Preferred Associates	People serious about work and conduct at work	People who know how to relax after work is done
Lifestyles	Don't enjoy helping others	Like/volunteer helping those in need
Beliefs	People should help themselves/tough-love attitude	Believe in social justice, putting others first
Occupational Preferences	Not attracted to careers that involve helping others	Environments that emphasise building relationships
Aversions	Dislike "bleeding-heart, do gooders"	Dislike others who ignore people problems
Preferred Associates	People that value self-help	People that give back to society
Lifestyles	Prefer to work alone, value private time	Environments that enable social opportunity
Beliefs	Less important to build/maintain social relationships	That building/maintaining relationships is crucial
Occupational Preferences	Avoid roles with high social interaction/networking	Seek roles with high social interaction/networking
Aversions	Dislike required interaction/ meeting strangers	Dislike solitude, working alone and sustained focus
Preferred Associates	People who are similarly reserved	People from a variety of backgrounds
Lifestyles	Flexible and "go with the flow" in situations	Strong moral code, clear right and wrongs
Beliefs	Interested in progress, innovation & experimentation	Respect the past and its' traditions
Occupational Preferences	Prefer a flexible environment around work conduct	Uphold code of conduct & behavioural expectations
Aversions	Dislike static/non-progressive cultures	Dislike non-conformists who ignore traditions
Preferred Associates	People with opposing beliefs/values to their own	People who share same principles to their own
Lifestyles	Like to face things as they occur and take risks	Plan future goals, contingencies and minimise risks
Beliefs	Believe things should happen naturally	Live by the motto 'better safe than sorry'
Occupational Preferences	Focus on job opportunities not financial stability	Seek jobs that seem safe, steady and stable
Aversions	Dislike routine or predictability	Dislike reckless people and unpredictable situations
Preferred Associates	People who enjoy variety, change and some risk	People who are dependable and predictable
Lifestyles	Less focused on financials or budgeting	Focused on budgetary matters and financial future
Beliefs	That there is more to life than money	Others are motivated by money and financial future
Occupational Preferences	Not motivated to start a business or by fiscal work	Enjoy working with budgets, money, finances
Aversions	Dislike people who seem greedy, money grabbing	Dislike situations/people ignoring money matters
Preferred Associates	People who are not focused on moneymaking	People who are business and financially successful
Lifestyles	Interested in how things work, not how they look	Create attractive environments and focus on quality
Beliefs	Indifferent to aesthetic design or artistic expression	View beauty and art as a way of life
Occupational Preferences	Seek jobs that seem more practical/functional	Jobs enabling imagination/creative problem solving
Aversions	Dislike people who value form over function	Dislike ugly work products and environments
Preferred Associates	People who are pragmatic rather than style-focused	People with creative ideas, style and quality focused
Lifestyles	Not interested in mentally stimulating activities	Use technology and think analytically
Beliefs	Prefer intuition and subjectivity	That science and research advances civilisations
Occupational Preferences	Prefer working with people than technical challenges	Enjoy research, analytical and technical challenges
Aversions	Tolerant of people who lack scientific knowledge	Dislike it when others disregard data and facts
Preferred Associates	People interested in humanities and literature	People who are science and tech savvy

HPI		Low scorers	High scorers	Subscale	Low scores	High scores	
Energy & Drive	Adjustment	Ability to handle stress, manage emotions, and listen to feedback	<ul style="list-style-type: none"> + Candid and honest + Open to feedback + Have a sense of urgency - Moody/temperamental - Easily irritated with others - Prone to internalise criticism 	<ul style="list-style-type: none"> + Handle pressure well + Even tempered/calm + Handle change well - May ignore advice - Indifferent to deadlines - May not ask for input 	Empathy	May become irritated by others' flaws	Empathic toward others' shortcomings
	Ambition	Leadership, drive, competitiveness, and initiative	<ul style="list-style-type: none"> + Good team players + Willing to follow others + Avoid office politics - Less energetic - Lack focus or vision - Satisfied with status quo 	<ul style="list-style-type: none"> + Energetic/ competitive + Leader-like and mature + Take initiative - Involved in office politics - May be poor listeners - Restless and forceful 	Not Anxious	Seem anxious or tense	Seem relaxed & seldom get anxious
Relationships & Communication	Sociability	Interest in frequent and varied social interaction	<ul style="list-style-type: none"> + Understanding + Independent + Work well on their own - May not network well - May not give feedback - Socially reactive 	<ul style="list-style-type: none"> + Outgoing and gregarious + Talkative + Easily approachable - Do not enjoy working alone - Do not listen well - Attention-seeking 	No Guilt	Worry about & regret past mistakes	Do not dwell on or regret past mistakes
	Int. Sensitivity	Charm, warmth, tact, and social skill	<ul style="list-style-type: none"> + Task-orientated + Willing to confront + Able to speak forthrightly - Cold and tough - Critical and sceptical - May become argumentative 	<ul style="list-style-type: none"> + Warm and agreeable + Build coalitions + Earn others' trust - Thin-skinned - Conflict averse - May rely on others' opinions 	Calmness	Get emotional at times	Seem calm & collected
Problem Solving	Prudence	Self-control, conscientiousness, and work ethic	<ul style="list-style-type: none"> + Flexible + Open-minded + Non-conforming - May be poor planners - Impatient with details - Impulsive 	<ul style="list-style-type: none"> + Dependable and reliable + Rule compliant + Organised and thorough - Inflexible about rules - Resistant to change - Do not delegate well 	Even Tempered	Seem temperamental or moody	Seem even-tempered with stable moods
	Inquisitive	Curiosity, creativity, and openness to experience and ideas.	<ul style="list-style-type: none"> + Very focused interests + Not easily bored + Implementation-focused - May lack imagination - Do not like ambiguity - Prefer familiarity over creativity 	<ul style="list-style-type: none"> + Quick-witted + Visionary + Think strategically - Over-analyse - Impatient with details - May be poor implementers 	No Complaints	Complain about many issues	Do not often complain
Learning	L. App.	Learning style	<ul style="list-style-type: none"> + Prefer hands-on skill application + Practical in their approach - Endure education - May not set clear goals - May have narrow interests 	<ul style="list-style-type: none"> + Value formal education + Insightful + Up-to-date - Intolerant of less-informed - Like a know-it-all - Over rationalise 	Trusting	Question others' intentions	Trust others & may not seem suspicious of intent
					Good Attachment	Seem hostile toward authority	Have a positive attitude toward authority
					Competitive	Appear laid back & lack competitive drive	Enjoy competition & work to get ahead
					Self-Confidence	Lack confidence	Confident in oneself, skills & abilities
					Accomplishment	Unhappy with accomplishments	Enjoy & are satisfied with achievements
					Leadership	Reluctant to assume leadership roles	Willing to assume authority positions
					Identity	Lack career direction	Focused career direction
					No Social Anxiety	Socially retiring & lacking social confidence	Socially confident & sure of self
					Likes Parties	Do not enjoy social gatherings	Enjoy social gatherings
					Likes Crowds	Prefer smaller group settings	Enjoy large group settings
					Experience Seeking	Unadventurous & prefer little variety	Adventurous; seek new experiences
					Exhibitionistic	Avoid the limelight	Want attention; enjoy the limelight
					Entertaining	May not be particularly entertaining	Charming, amusing, good sense of humour
					Easy to Live With	Not always tolerant & kind-hearted	Perceived as tolerant & easygoing
					Sensitive	May not be tactful, seem insensitive	Tactful, kind & considerate
					Caring	Do not appreciate others' needs	Perceptive, sensitive & understanding
					Likes People	Seem socially withdrawn & isolating	Enjoy interaction & others' company
					No Hostility	Critical of others' faults & mistakes	Generally accepting of others' faults
					Moralistic	Prefer to set their own rules	Adhere strictly to conventional values
					Mastery	Relaxed attitude about their work	Hard-working & want to do a good job
					Virtuous	Willing to admit minor faults	Diligent, precise, & perfectionistic
					Not Autonomous	Independent & feedback resistant	Concerned about others' opinions
					Not Spontaneous	Spontaneous; enjoy improvisation	Planful approach; enjoy predictability
					Impulse Control	Enjoy being impulsive	Deliberate, prefer to "play it safe"
					Avoids Trouble	Take risks; professed troublemaker	Consider actions & their consequences
					Science Ability	Show little interest in why things happen	Take an interest in why things happen
					Curiosity	Show a low degree of curiosity about the world	Show curiosity about the world
					Thrill Seeking	May not be interested in stimulation/excitement	Seek challenge, stimulation, excitement
					Intellectual Games	May not be interested in intellectual games	Interested in riddles & puzzles
					Generates Ideas	Do not see self as an idea generator	Good at generating new ideas
					Culture	Narrow interests, reluctant to try new things	Wide variety of activities & interests
					Education	Negative experiences with education	Positive attitude about education
					Math Ability	Do not work well with numbers	Work well with numbers
					Good Memory	Somewhat forgetful	Can remember things easily
					Reading	Do not keep up-to-date	Keep up-to-date; enjoy reading

HDS		Low risk scorers	High risk scorers
Moving Away	Excitable <i>Emotional explosiveness</i>	<ul style="list-style-type: none"> Usually seem in a good mood Handle frustration without getting upset Seem enthusiastic Appear calm in emergencies Rarely get angry with others 	<ul style="list-style-type: none"> Seem intense, energetic, but volatile and sometimes explosive May quit when frustrated Yell when angry Overreact to criticism Understand when others are stressed
	Sceptical <i>Expecting to be disappointed</i>	<ul style="list-style-type: none"> Listen to feedback without becoming defensive Build relationships based on trust Do not hold grudges Seem easy to coach Do not take things personally 	<ul style="list-style-type: none"> Appear insightful about people and politics Seem alert for signs of betrayal or disrespect May become argumentative and easily offended Expect to be mistreated May retaliate when wronged
	Cautious <i>Reluctance to try new things</i>	<ul style="list-style-type: none"> Seem confident and mature Appear unafraid of failure Experiment with new methods and technologies Handle disappointment well Accept new challenges 	<ul style="list-style-type: none"> Make high%, low-risk decisions Seem concerned about being criticised Worry staff will make mistakes Reluctant to try new technology May avoid taking controversial positions in public
	Reserved <i>Unconcerned about others</i>	<ul style="list-style-type: none"> Appear socially approachable and concerned about others Ask questions in order to understand others Seem considerate of others Read people quickly Help out when asked 	<ul style="list-style-type: none"> Make independent decisions and stand up to criticism Misread social clues Seem tough and independent May unintentionally bruise others' feelings
	Leisurely <i>Stubborn, irritable, privately resentful</i>	<ul style="list-style-type: none"> Seem cooperative and coachable Respect corporate policy Patient even when interrupted Help others when they fall behind Support the management team 	<ul style="list-style-type: none"> Have good social skills Cooperative but covertly feel mistreated Privately challenge authority May become irritated when interrupted Procrastinate or put off unwanted projects
	Bold <i>Unrealistic expectations of success and power</i>	<ul style="list-style-type: none"> Seem confident in abilities Have realistic views of competencies Have reasonable career goals Appear willing to listen to negative feedback 	<ul style="list-style-type: none"> Self-confident and fearless May overestimate abilities and competencies Have trouble learning from mistakes Presume to be correct Feel entitled to leadership positions
Moving Against	Mischivous <i>Bright, charming, impulsive and limit testing</i>	<ul style="list-style-type: none"> Dependable and self-disciplined Think before acting Communicate through the appropriate channels Maintain commitments Rarely take unnecessary chances. 	<ul style="list-style-type: none"> Seem interesting, daring and fun Enjoy testing the limits Need variety and excitement Ignore mistakes Seem spontaneous, flexible and impulsive
	Colourful <i>Dramatic and colourful self-expression</i>	<ul style="list-style-type: none"> Seem unpretentious and socially appropriate Do not seek the limelight Support the performance of others Seem willing to follow direction Do not take themselves too seriously 	<ul style="list-style-type: none"> Tend to be colourful, quick-witted, socially skilled Often over-commit May not listen well Seek leadership positions Dominate social situations
	Imaginative <i>Practical, unusual and unpredictable</i>	<ul style="list-style-type: none"> Make sensible decisions Communicate intelligibly Have reasonable creative ideas Behave in a socially appropriate manner 	<ul style="list-style-type: none"> May seem playful and innovative May be hard to understand Have unusual and original ideas Make surprising decisions Change focus quickly and frequently
	Diligent <i>Meticulous, critical and overly-conscientious</i>	<ul style="list-style-type: none"> Tend to be flexible about rules and procedures Prioritise work and activities appropriately Delegate tasks to others Seem comfortable working without explicit direction 	<ul style="list-style-type: none"> Seem polite, detail-oriented, hard-working Tend to micromanage staff Try to do everything equally well Seem difficult to please Seem uncomfortable with ambiguity
Moving Towards	Dutiful <i>Conforming, reluctant to take independent action</i>	<ul style="list-style-type: none"> Seem self-sufficient and loyal to their staff Willing to disagree when it is appropriate Willing to support subordinates Act independently 	<ul style="list-style-type: none"> Tend to be obliging, unassuming and likeable Consult the boss regularly Tend to be good team players Seem mannerly and polite Rarely challenge corporate policy

Subscale	Low scores	High scores
Volatile	Self-controlled, emotionally regulated, overly restrained	Temperamental, easily angered
Easily Disappointed	Tolerant, resilient, may seem to lack passion	Easily disappointed, frustrated, may loose interest.
No Direction	Steady, self-assured, clear about beliefs	Unassertive about direction, may lack perseverance
Cynical	Positive, may naively accept things at face value	Perceptive, prone to negativity, quarrelsome
Mistrusting	Trusting and unaware of potential bad intentions	Mistrusting, worrisome and alert for signs of perceived mistreatment.
Grudges	Forgiving, understanding, may be taken advantage of	Hold grudges, unwilling to forgive, unsympathetic and fault-finding.
Avoidant	Open, warm, enthusiastic, uninhibited	Avoidant, fear embarrassment, aloof, inhibited, uninvolved
Fearful	Open-minded, inventive, overly forceful, unconcerned about mistakes	Self-conscious, reluctant, worried about what can go wrong
Unassertive	Decisive, assertive, abrasive, inconsiderate, unsympathetic.	Slow to act, hesitant to express strong opinions or engage in debate
Introverted	Engaging, enthusiastic, socially boisterous	Withdrawn, unapproachable, may lack energy
Unsocial	Accessible, warm, highly cooperative, conflict-avoidant	Limit close relationships, detached, aloof, argumentative
Tough	Sympathetic, sensitive, overly diplomatic	Task focused, cold, unfeeling, indifferent to others
Passive Aggressive	Candid, forthright, cooperative	Overtly pleasant, compliant, resentful, moody, easily upset
Unappreciated	Efficient, reliable, believe hard work will speak for itself	Believe contributions are under-appreciated, may perceive inequities
Irritated	Open to feedback, readily agree to help others	Easily irritated by interruptions, may not be easily coached
Entitled	Unassuming, unpretentious, helpful, lack confidence	Entitled, combative, self-important, unrealistically expectant of deference from others
Overconfidence	Modest, realistic about abilities, low outward confidence, lack focus and drive	Unusually confident, highly organised, systematic, overestimate level of competence and worth
Fantaised Talent	Practical, content, realistic about abilities, prefer routine, uninventive	Believe they are born for greatness, inventive, arrogant, hyper-competitive, unrealistic
Risky	Compliant, conservative, risk averse, unadventurous, overly conforming	Take risks, limit testing, deliberately bend/break inconvenient rules
Impulsive	Dependable, reliable, focused, overly structured, conventional, predictable	Impulsive, disorganised, impetuous, unpredictable
Manipulative	Straightforward, trustworthy, overly inhibited, may struggle to gain influence/persuade others	Use charm to manipulate, persuasive, interesting, insincere, deceptive
Public Confidence	Self-restrained, quiet, may have a low-impact style, socially inhibited	Outgoing, socially confident, engaging, attention-seeking, may dominate conversation
Distractable	Focused, task orientated, methodical, unable to shift gears quickly, ineffective at multitasking	Energetic, curious, ideas oriented, easily bored, distractable, need constant stimulation
Self-Display	Restrained, adherent to social norms, may not make a strong impression	Expressive, entertaining, dynamic, enjoy the spotlight, self-absorbed
Eccentric	Conventional, practical, organised, may lack creativity	Curious, imaginative, disorganised, unfocused, may lack in follow-through
Special Sensitivity	Open to others' ideas, others may not perceive a strong sense of vision	Believe they have special abilities and understand complex issues that others cannot
Creative Thinking	Pragmatic, grounded, uninspired, lack curiosity and creativity	Highly creative, inventive, ideas-orientated, easily bored, overly confident in ability
Standards	Relaxed, forgiving with respect to performance standards, careless and disorganised	Exceptionally high standards, practical, systematic, and exacting
Perfectionistic	Action-orientated, work quickly, may neglect important details or seem expedient	Perfectionistic, precise and competitive
Organised	Flexible, comfortable with ambiguity, inattentive to details	Meticulous, inflexible, organised, thorough, efficient, excessive control
Indecisive	Independent, self-sufficient, fail to solicit advice, overly quick to dismiss others' input	Overly reliant on others for advice, reluctant to act independently, careful to seek approval/consensus
Ingratiating	Self-reliant, tough-minded, insubordinate, contradicts others, unwilling to play politics	Excessively eager to please, overly deferential, hesitant to express strong opinions
Conforming	Challenging, willing to express opinions, rebellious, defiant, disloyal, inappropriately challenging	Overly conforming, overly cooperative, obedient, excessively compliant

LINKING RESULTS

Common Correlations

		Energy and Drive		Relationships and Communication		Problem Solving		Learning		Moving Away (Flight)					Moving Against (Fight)				Moving Towards (Be right)	
		Adjustment	Ambition	Sociability	Interpersonal Sensitivity	Prudence	Inquisitive	Learning Approach	Excitable	Sceptical	Cautious	Reserved	Leisurely	Bold	Mischievous	Colourful	Imaginative	Diligent	Dutiful	
Status Interests	Recognition ↑			↑										↑	↑	↑	↑			
	Power ↑		↑							↑	↓			↑	↑	↑	↑			
	Hedonism ↑					↓														
Social Interests	Altruistic ↑				↑	↑													↑	
	Affiliation ↑		↑	↑	↑				↓		↓	↓		↑	↑	↑				
	Tradition ↑					↑													↑	
Financial Interests	Security ↑					↑					↑					↓	↓	↑	↑	
	Commerce ↑		↑											↑						
Decision-making Style	Aesthetics ↑	↓					↑										↑			
	Science ↑						↑													

↑ Higher score typical
↓ Lower score typical

