

Motivation Questionnaire

MQ Profile Chart

Name
Mr Sample Candidate

Date
September 26, 2013



Mr Sample Candidate's motivational drivers compared to the selected norm group (in stens):

SS ENERGY AND DYNAMISM		1	2	3	4	5	6	7	8	9	10		
6	Takes time over tasks, works best without pressure. Demotivated by being rushed.	<p style="text-align: center;">Level of Activity (E1)</p>										Invests energy readily. Thrives on time pressure. Always on the go. Pushes to get things done.	RS 24
8	Seeks moderate rather than extreme challenges. Meeting goals is not a major issue.	<p style="text-align: center;">Achievement (E2)</p>										Needs to achieve targets. Strives to overcome difficult challenges.	35
1	Finds competitive environments unpleasant, even demotivating. Outperforming others is not a motivator.	<p style="text-align: center;">Competition (E3)</p>										Tries to do better than others. Comparison often spurs performance.	10
5	'Switches off' rather than increasing effort when faced with failure or criticism.	<p style="text-align: center;">Fear of Failure (E4)</p>										Needs to succeed to maintain self-esteem. Prospect of failure increases activity.	18
7	Does not seek out positions of power, influence or authority.	<p style="text-align: center;">Power (E5)</p>										Needs scope to influence and exercise authority. Demotivated when not given responsibility.	29
1	Demotivated by intrusion of work requirements into personal life.	<p style="text-align: center;">Immersion (E6)</p>										Thrives on feeling involved. Invests energy in job. Prepared to work extended hours.	8
4	Demotivated by over emphasis on profits and finance.	<p style="text-align: center;">Commercial Outlook (E7)</p>										Likes creating wealth and profits. Demotivated when work not linked with cash value.	25
SYNERGY		1	2	3	4	5	6	7	8	9	10		
7	Limited need for interaction with others.	<p style="text-align: center;">Affiliation (S1)</p>										Thrives on meeting people, harmonious team work and helping others.	32
10	Has less need for recognition than most. Praise and congratulations not prime motivators.	<p style="text-align: center;">Recognition (S2)</p>										Likes good work to be noticed and achievements recognized. Becomes demotivated without support.	40
8	Unconcerned about moral and ethical issues or quality of work.	<p style="text-align: center;">Personal Principles (S3)</p>										Needs to feel that the organization's work is sound. Demotivated when asked to compromise ethical standards.	35
1	Not overly concerned by an element of risk. Does not mind inconvenience.	<p style="text-align: center;">Ease and Security (S4)</p>										Needs to feel secure about job and position. Does not easily tolerate unpleasant conditions.	20
6	Not motivated by opportunities for new learning and self-development.	<p style="text-align: center;">Personal Growth (S5)</p>										Motivated by work which provides opportunities for development and acquisition of new skills.	32
INTRINSIC		1	2	3	4	5	6	7	8	9	10		
2	Not greatly affected by degree of interest or variety in work.	<p style="text-align: center;">Interest (I1)</p>										Values stimulating, varied or creative work. Demotivated by too many routine tasks.	25
10	Motivated by existence of clear work systems and structures. Intolerant of ambiguity.	<p style="text-align: center;">Flexibility (I2)</p>										Favors a fluid environment without imposed structure. High tolerance of ambiguity.	39
3	Amenable to guidance and supervision from above.	<p style="text-align: center;">Autonomy (I3)</p>										Needs to work independently, organize own approach. Demotivated by close supervision.	26
EXTRINSIC		1	2	3	4	5	6	7	8	9	10		
1	Less concerned with having financial benefits linked to the job.	<p style="text-align: center;">Material Reward (X1)</p>										Links salary, perks and bonuses to success. Demotivated when remuneration is perceived as unfair or poor.	19
10	Less driven to seek advancement. Promotion prospects not important.	<p style="text-align: center;">Progression (X2)</p>										Career progress and appropriate advancement are motivating. Slow promotion is demotivating.	39
1	Relatively unconcerned with issues of rank and position. Status symbols unimportant.	<p style="text-align: center;">Status (X3)</p>										Concerned with position and status. Demotivated by lack of respect from others.	16
1 2 3 4 5 6 7 8 9 10												MQM5 UKE UK General Population 2000	

Likely impact of job attributes on Mr Sample Candidate's level of motivation to work:

		Highly Demotivating	Demotivating	No Effect	Motivating	Highly Motivating
ENERGY AND DYNAMISM	Having to work under pressure and coping with multiple demands within short timeframes	Level of Activity				
	Overcoming obstacles, having to hit targets and being challenged as an individual	Achievement				
	Working in a competitive environment	Competition				
	Fear of failing on a task, being exposed to criticism and negative judgements by others	Fear of Failure				
	Having opportunities for exercising authority, taking responsibility, being in a position to influence others	Power				
	Work requiring commitment beyond 'normal' working hours	Immersion				
	Work that is commercially or profit orientated	Commercial Outlook				
SYNERGY	Having opportunities for interaction with other people at work	Affiliation				
	Receiving praise and other outward signs of recognition for their achievements	Recognition				
	Upholds ideals and conforms to high ethical and quality standards	Personal Principles				
	Work environment and contextual factors, such as pleasant working conditions and job security	Ease and Security				
	Having opportunities for further training and development and the acquisition of new skills	Personal Growth				
INTRINSIC	Work that provides variety, interest and stimulation	Interest				
	Having a fluid unstructured environment and flexibility in the way tasks are carried out	Flexibility				
	Having scope for organizing work as one sees fit	Autonomy				
EXTRINSIC	Level of financial reward, a clear link between salary, bonus and performance	Material Reward				
	Having opportunities for promotion	Progression				
	Having outward signs of position and status	Status				
		Highly Demotivating	Demotivating	No Effect	Motivating	Highly Motivating

ASSESSMENT METHODOLOGY

This Profile is based upon the following sources of information for Mr Sample Candidate:

Questionnaire / Ability Test	Comparison Group
MQ UK English v1 (Std Inst)	MQM5 UKE UK General Population 2000

PERSON DETAIL SECTION

Name	Mr Sample Candidate
Candidate Data	E1 = 6, E2 = 8, E3 = 1, E4 = 5, E5 = 7, E6 = 1, E7 = 4, S1 = 7, S2 = 10, S3 = 8, S4 = 1, S5 = 6, I1 = 2, I2 = 10, I3 = 3, X1 = 1, X2 = 10, X3 = 1
Report	MQ Profile Chart v2.0 ^{RE}

ABOUT THIS REPORT

This report was generated using SHL's Online Assessment System. It includes information from the Motivation Questionnaire (MQ). The use of this questionnaire is limited to those people who have received specialist training in its use and interpretation.

The report herein is generated from the results of a questionnaire answered by the respondent(s) and substantially reflects the answers made by them. Due consideration must be given to the subjective nature of questionnaire-based ratings in the interpretation of this data.

This report has been generated electronically – the user of the software can make amendments and additions to the text of the report.

SHL Group Limited and its associated companies cannot guarantee that the contents of this report are the unchanged output of the computer system. We can accept no liability for the consequences of the use of this report and this includes liability of every kind (including negligence) for its contents.

www.ceb.shl.com

© 2013 SHL, a part of CEB. All rights reserved. SHL is a trademark of SHL Group Limited which is registered in the United Kingdom and other countries.

This report has been produced by SHL for the benefit of its client and contains SHL intellectual property. As such, SHL permits its client to reproduce, distribute, amend and store this report for its internal and non-commercial use only. All other rights of SHL are reserved.