



Talent in Innovation.
Innovation in Talent.

Motivation Questionnaire

Candidate Motivation Report



Name

Mr Sample Candidate

Date

25 September 2018

> Candidate Motivation Report

Introduction

This report describes the factors that are likely to have an impact on your motivation at work.

It provides a high level summary of your motivators and demotivators followed by more detailed information on what is likely to motivate and demotivate you at work.

This report is based on your responses to the Motivation Questionnaire (MQ). The accuracy of this report depends on the frankness with which you have answered the questions as well as your self-awareness.

This report has a shelf-life of 18-24 months. If there are major changes in your life or work you should complete the MQ again.

Summary

Your key motivators and demotivators are summarised below. Typically, focusing on areas that are highly motivating or demotivating is most effective.

| Highly Motivating |
|-------------------|
| |

| Highly Demotivating |
|---------------------|
| |

| Moderately Motivating |
|------------------------------------|
| Competition Personal Principles |

| Moderately Demotivating |
|-------------------------|
| |

Highly Motivating

You have indicated that you have no highly motivating areas.

> Moderately Motivating

The following are likely to **moderately motivate** you:

| | | |
|---|---|---|
| Competition | Motivated by being benchmarked and compared favourably with others. | |
| Likely Positives | | Likely Negatives |
| <ul style="list-style-type: none"> • Doing better than others is likely to energise • Beating targets could be quite motivating • Likely to enjoy an environment that encourages competition | | <ul style="list-style-type: none"> • Lack of a competitive culture could be frustrating • A lack of comparison with others may demotivate |

| | | |
|---|---|--|
| Personal Principles | Motivated by being able to uphold ideals and conform to high ethical and quality standards. | |
| Likely Positives | | Likely Negatives |
| <ul style="list-style-type: none"> • Likely to focus on producing work that is of a high standard • Probably keen to see alignment between personal values and those of the organisation • Is likely to place a high value on the organisation working ethically | | <ul style="list-style-type: none"> • Being asked to compromise personal ethical standards is likely to demotivate |

Highly Demotivating

You have indicated that you have no highly demotivating areas.

> Moderately Demotivating

You have indicated that you have no moderately demotivating areas.

> Little or no impact

These are the areas likely to have little or no impact on your motivation:

| | |
|---------------------------|--|
| Level of Activity | The extent to which someone is motivated by having lots to do, working under time pressure and getting work completed. |
| Achievement | Achievement is about the extent to which someone is motivated by being given challenging targets and feeling that their abilities are being stretched. |
| Fear of Failure | Fear of failure is about the extent to which someone is motivated by the need to avoid failure, criticism and the loss of self-esteem. |
| Power | The extent to which someone is motivated by having opportunities for exercising authority, taking responsibility, negotiating and being in a position to influence others. |
| Immersion | Immersion is concerned with the extent to which someone is motivated by work which requires commitment beyond normal working hours. |
| Commercial Outlook | Commercial outlook deals with the extent to which someone is motivated by revenue and profit. |
| Affiliation | Affiliation is concerned with the extent to which someone is motivated by opportunities for interaction with other people in their work. |
| Recognition | The extent to which someone is motivated by praise and other outward signs of recognition for their achievements. |
| Ease and Security | Ease and security is the extent to which someone is motivated by such things as having pleasant working conditions and job security. |
| Personal Growth | The extent to which someone is motivated by opportunities for further training and development, and the acquisition of new skills. |
| Interest | The extent to which someone is motivated by work which provides variety, interest and stimulation. |
| Flexibility | The extent to which someone is motivated by the absence of clearly defined structures and procedures for managing tasks. |
| Autonomy | The extent to which someone is motivated by being given scope to organise their own work. |
| Material Reward | The extent to which someone is motivated by financial rewards. |
| Progression | The extent to which someone is motivated by having good promotion prospects. |
| Status | The extent to which someone is motivated by outward signs of position and status, and recognition of rank. |

> About this Report

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 = 24/6, E2 = 24/2, E3 = 32/8, E4 = 24/7, E5 = 26/5, E6 = 24/8, E7 = 24/4, S1 = 24/3, S2 = 24/2, S3 = 28/4, S4 = 24/2, S5 = 24/2, I1 = 24/2, I2 = 24/7, I3 = 24/2, X1 = 24/2, X2 = 24/2, X3 = 24/2 |
| Report | Candidate Motivation Report 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 Global Management 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.shl.com

© 2018 SHL and/or its affiliates. All rights reserved. SHL and OPQ are trademarks 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.