



# Motivation



**Name:** Sample Candidate

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## A. Introduction

Motivation, intelligence, personality and behaviour are the ingredients for successful performance at work. This questionnaire has been developed to understand and discover the conditions that increase or decrease enthusiasm and motivation. This questionnaire also looks at the extent to which these conditions are present in your current job.

When reading this report, take the following into account: Your profile is based on your own opinion. This means that the questionnaire measures your own perception of motivation. Your responses are compared to responses of a large group of people who have completed the questionnaire.

This questionnaire is intended to clarify your view of yourself and to help you with your personal development. If you do not sufficiently recognise yourself in the results on the following pages, ask your manager, colleagues, associates or acquaintances for feedback.

This report shows how your motivation in combination with your personality and skills can affect your current performance. Combine the results with job descriptions in your organization to determine your strengths and development areas.

Below is a description of the relevant factors.

<b>Variety:</b>	Working in an unfixed and unstructured surrounding with flexibility in the manner tasks are performed.
<b>Work-life balance:</b>	Working in an atmosphere in which work and private life are balanced and not a lot of work needs to be performed outside normal office hours.
<b>Reward:</b>	Working with a clear connection between salary, performance and bonus.
<b>Commerce:</b>	Working in an environment where commerce and work are important.
<b>Competition:</b>	Working in a competitive environment.
<b>Recognition:</b>	Working in an environment where people receive recognition for their performance.
<b>Performance Anxiety:</b>	Working with the fear of failing at a task and receive criticism or negative feedback.
<b>Ideals:</b>	Working in an environment where ideals can be pursued.
<b>Independence:</b>	Working with the possibility to organise work in your own manner.
<b>Development:</b>	Working with the opportunity to develop and educate yourself in order to learn new skills.
<b>Promotion:</b>	Working with the possibility to be promoted.
<b>Social interaction:</b>	Work with the possibility to interact with others.
<b>Status:</b>	Work with a position and status visible to others.
<b>Challenge:</b>	Working in a challenging environment in which goals need to be achieved.
<b>Responsibility:</b>	Working with the opportunity to wield influence and authority and being in the position to influence others.
<b>Work pressure:</b>	Working under pressure and handling multiple tasks at once in a limited time.
<b>Working environment:</b>	Working in pleasant circumstances and work certainty.

## B. Profile

Below is a summary of your scores on the factors important to your motivation.

1. Variation	1	2	3	4	5	6	7	8	9	10
2. Work-life balance	1	2	3	4	5	6	7	8	9	10
3. Reward	1	2	3	4	5	6	7	8	9	10
4. Commerce	1	2	3	4	5	6	7	8	9	10
5. Competition	1	2	3	4	5	6	7	8	9	10
6. Recognition	1	2	3	4	5	6	7	8	9	10
7. Performance anxiety	1	2	3	4	5	6	7	8	9	10
8. Ideals	1	2	3	4	5	6	7	8	9	10
9. Independence	1	2	3	4	5	6	7	8	9	10
10. Development	1	2	3	4	5	6	7	8	9	10
11. Promotion	1	2	3	4	5	6	7	8	9	10
12. Social interaction	1	2	3	4	5	6	7	8	9	10
13. Status	1	2	3	4	5	6	7	8	9	10
14. Challenge	1	2	3	4	5	6	7	8	9	10
15. Responsibility	1	2	3	4	5	6	7	8	9	10
16. Work pressure	1	2	3	4	5	6	7	8	9	10
17. Work environment	1	2	3	4	5	6	7	8	9	10

# C. Report

Below is a detailed description of your scores that are important to your motivation.

## 1. Variation

Working in an unfixed and unstructured surrounding with flexibility in the manner tasks are performed.

1	2	3	4	5	6	7	8	9	10
<i>Scores on the far left:</i> - Motivated by structure and clarity - Has difficulty with ambiguity					<i>Scores on the far right:</i> - Likes environments without structure - High tolerance for ambiguity				

## 2. Work-life balance

Working in an atmosphere in which work and private life are balanced and not a lot of work needs to be performed outside normal office hours.

1	2	3	4	5	6	7	8	9	10
<i>Scores on the far left:</i> - Demotivated if work infringes private life					<i>Scores on the far right:</i> - Willing to work extra hours - Devotes energy to work				

## 3. Reward

Working with a clear connection between salary, performance and bonus.

1	2	3	4	5	6	7	8	9	10
<i>Scores on the far left:</i> - Less focus on financial reward					<i>Scores on the far right:</i> - Links success to salary and bonus - Demotivated when reward is regarded as being too low				

## 4. Commerce

Working in an environment where commerce and work are important.

1	2	3	4	5	6	7	8	9	10
<i>Scores on the far left:</i> - Demotivated when the importance of income / sales is too high					<i>Scores on the far right:</i> - Likes profit - Loses motivation if there is no connection between performance and revenue / profit				

## 5. Competition

Working in a competitive environment.

1	2	3	4	5	6	7	8	9	10
<i>Scores on the far left:</i> - Dislikes a competitive environment - Does not want to surpass others					<i>Scores on the far right:</i> - Tries to be better than others				

## 6. Recognition

Working in an environment where people receive recognition for their performance.

1	2	3	4	5	6	7	8	9	10
<i>Scores on the far left:</i> - Has less need for recognition than others					<i>Scores on the far right:</i> - Likes it when performance is acknowledged - Becomes demotivated if not supported				

## 7. Performance anxiety

Working with the fear of failing at a task and receive criticism or negative feedback.

1	2	3	4	5	6	7	8	9	10
<i>Scores on the far left:</i> - Quits when faced with failure or criticism					<i>Scores on the far right:</i> - The prospect of failure increases activity - Must be successful to maintain confidence				

## 8. Ideals

Working in an environment where ideals can be pursued.

1	2	3	4	5	6	7	8	9	10
<i>Scores on the far left:</i> - Finds moral and ethical issues less important - Does not worry about the quality of work					<i>Scores on the far right:</i> - Wants to work ethically				

## 9. Independence

Working with the possibility to organise work in your own manner.

1	2	3	4	5	6	7	8	9	10
<i>Scores on the far left:</i> - Is open to managing and coaching					<i>Scores on the far right:</i> - Organises based on own approach - Demotivated by strict supervision				

## 10. Development

Working with the opportunity to develop and educate yourself in order to learn new skills.

1	2	3	4	5	6	7	8	9	10
<i>Scores on the far left:</i> - Not stimulated by learning opportunities					<i>Scores on the far right:</i> - Motivated by learning opportunities - Motivated by new experiences				

## 11. Promotion

Working with the possibility to be promoted.

1	2	3	4	5	6	7	8	9	10
<i>Scores on the far left:</i> - Promotion is less important - Doesn't really want to make progress					<i>Scores on the far right:</i> - Career outlook motivates - Slow promotion demotivates				

## 12. Social interaction

Work with the possibility to interact with others.

1	2	3	4	5	6	7	8	9	10
<i>Scores on the far left:</i> - Limited connectivity with others					<i>Scores on the far right:</i> - Likes contacts with others - Likes to help others				

## 13. Status

Work with a position and status visible to others.

1	2	3	4	5	6	7	8	9	10
<i>Scores on the far left:</i> - Rank and position are less important					<i>Scores on the far right:</i> - Demotivated by lack of respect - Focused on position and status				

## 14. Challenge

Working in a challenging environment in which goals need to be achieved.

1	2	3	4	5	6	7	8	9	10
<i>Scores on the far left:</i> - Doesn't really value objectives - Rather seeks out minor than major challenges					<i>Scores on the far right:</i> - Wants to achieve goals				

## 15. Responsibility

Working with the opportunity to wield influence and authority and being in the position to influence others.

1	2	3	4	5	6	7	8	9	10
<i>Scores on the far left:</i> - Does not look for influence, power or leadership					<i>Scores on the far right:</i> - Would like to exert influence and leadership - Demotivated without responsibility				

## 16. Work pressure

Working under pressure and handling multiple tasks at once in a limited time.

1	2	3	4	5	6	7	8	9	10
<i>Scores on the far left:</i> <ul style="list-style-type: none"><li>- Demotivated when criticised</li><li>- Works best without pressure</li><li>- Takes time for work</li></ul>					<i>Scores on the far right:</i> <ul style="list-style-type: none"><li>- Always busy</li><li>- Exerts pressure to get things done</li><li>- Performs better under time pressure</li></ul>				

## 17. Work environment

Working in pleasant circumstances and work certainty.

1	2	3	4	5	6	7	8	9	10
<i>Scores on the far left:</i> <ul style="list-style-type: none"><li>- Not concerned by risks</li><li>- Does not mind uncomfortable conditions</li></ul>					<i>Scores on the far right:</i> <ul style="list-style-type: none"><li>- Would like security about work and position</li><li>- Has difficulty in unpleasant conditions</li></ul>				

## D. Engagement

Engagement says something about the degree of connection with your work. The extent in which work inspires you. It says something about the relationship between preferences for certain characteristics of the work and the extent to which these are present in your current position.

**Overall engagement score: 68.24 %**

The overall engagement score is based on responses below.

### You prefer more:

<b>Variation</b>	1	2	3	4	5	6	7	8	9	10
Preference	█	█	█	█	█	█	█			
Current	█	█	█	█	█	█				
<b>Work-life balance</b>	1	2	3	4	5	6	7	8	9	10
Preference	█	█	█	█	█	█	█			
Current	█	█								
<b>Reward</b>	1	2	3	4	5	6	7	8	9	10
Preference	█	█	█	█	█					
Current	█	█	█	█						
<b>Independence</b>	1	2	3	4	5	6	7	8	9	10
Preference	█	█	█	█	█	█				
Current	█	█	█							
<b>Development</b>	1	2	3	4	5	6	7	8	9	10
Preference	█	█	█	█	█	█				
Current	█	█	█	█						
<b>Social interaction</b>	1	2	3	4	5	6	7	8	9	10
Preference	█	█	█	█	█	█				
Current	█	█	█	█	█					
<b>Challenge</b>	1	2	3	4	5	6	7	8	9	10
Preference	█	█	█	█	█	█	█	█		
Current	█	█								
<b>Responsibility</b>	1	2	3	4	5	6	7	8	9	10
Preference	█	█	█	█	█	█				
Current	█	█	█							
<b>Work pressure</b>	1	2	3	4	5	6	7	8	9	10
Preference	█	█	█	█	█	█	█			
Current	█	█	█	█	█	█				



## You prefer less:

<b>Commerce</b>	1	2	3	4	5	6	7	8	9	10
Preference										
Current										

  

<b>Competition</b>	1	2	3	4	5	6	7	8	9	10
Preference										
Current										

  

<b>Recognition</b>	1	2	3	4	5	6	7	8	9	10
Preference										
Current										

  

<b>Ideals</b>	1	2	3	4	5	6	7	8	9	10
Preference										
Current										

  

<b>Promotion</b>	1	2	3	4	5	6	7	8	9	10
Preference										
Current										

  

<b>Status</b>	1	2	3	4	5	6	7	8	9	10
Preference										
Current										

  

<b>Work environment</b>	1	2	3	4	5	6	7	8	9	10
Preference										
Current										

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## Corresponding scores:

<b>Performance anxiety</b>	1	2	3	4	5	6	7	8	9	10
Preference										
Current										

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## E. Disclaimer

This report has automatically been generated by HrmForce with the sole purpose to provide comprehensive feedback on the survey results.

Due consideration must be given to the subjective nature of survey assessments when interpreting and analysing the information provided.

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