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Motivation Questionnaire

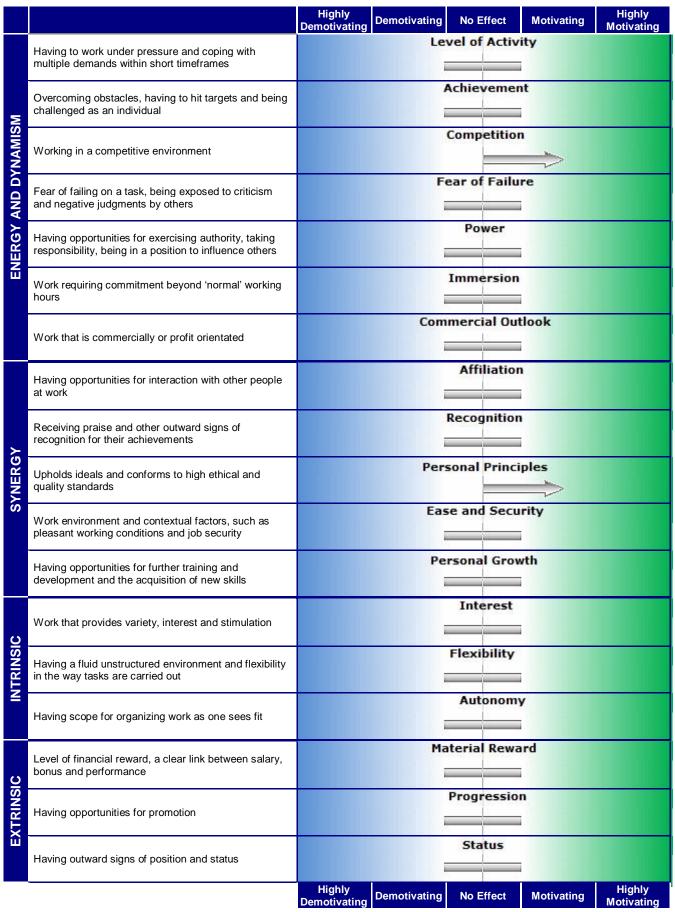# MQ Profile Chart

Name
Mr. Sample Candidate

Date
September 24, 2018

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		RS
6	Takes time over tasks, works best without pressure. Demotivated by being rushed.	Level of Activity (E1)	Invests energy readily. Thrives on time pressure. Always on the go. Pushes to get things done.	24
2	Seeks moderate rather than extreme challenges. Meeting goals is not a major issue.	Achievement (E2)	Needs to achieve targets. Strives to overcome difficult challenges.	24
8	Finds competitive environments unpleasant, even demotivating. Outperforming others is not a motivator.	Competition (E3)	Tries to do better than others. Comparison often spurs performance.	32
7	Switches off' rather than increasing effort when faced with failure or criticism.	Fear of Failure (E4)	Needs to succeed to maintain self-esteem. Prospect of failure increases activity.	24
5	Does not seek out positions of power, influence or authority.	Power (E5)	Needs scope to influence and exercise authority. Demotivated when not given responsibility.	26
8	Demotivated by intrusion of work requirements into personal life.	Immersion (E6)	Thrives on feeling involved. Invests energy in job. Prepared to work extended hours.	24
4	Demotivated by over emphasis on profits and finance.	Commercial Outlook (E7)	Likes creating wealth and profits. Demotivated when work not linked with cash value.	24

SS	SYNERGY	1 2 3 4 5 6 7 8 9 10		RS
3	Limited need for interaction with others.	Affiliation (S1)	Thrives on meeting people, harmonious team work and helping others.	24
2	Has less need for recognition than most. Praise and congratulations not prime motivators.	Recognition (S2)	Likes good work to be noticed and achievements recognized. Becomes demotivated without support.	24
4	Unconcerned about moral and ethical issues or quality of work.	Personal Principles (S3)	Needs to feel that the organization's work is sound. Demotivated when asked to compromise ethical standards.	28
2	Not overly concerned by an element of risk. Does not mind inconvenience.	Ease and Security (S4)	Needs to feel secure about job and position. Does not easily tolerate unpleasant conditions.	24
2	Not motivated by opportunities for new learning and self-development.	Personal Growth (S5)	Motivated by work which provides opportunities for development and acquisition of new skills.	24

SS	INTRINSIC	1 2 3 4 5 6 7 8 9 10		RS
2	Not greatly affected by degree of interest or variety in work.	Interest (I1)	Values stimulating, varied or creative work. Demotivated by too many routine tasks.	24
7	Motivated by existence of clear work systems and structures. Intolerant of ambiguity.	Flexibility (I2)	Favors a fluid environment without imposed structure. High tolerance of ambiguity.	24
2	Amenable to guidance and supervision from above.	Autonomy (I3)	Needs to work independently, organize own approach. Demotivated by close supervision.	24

SS	EXTRINSIC	1 2 3 4 5 6 7 8 9 10		RS
2	Less concerned with having financial benefits linked to the job.	Material Reward (X1)	Links salary, perks and bonuses to success. Demotivated when remuneration is perceived as unfair or poor.	24
2	Less driven to seek advancement. Promotion prospects not important.	Progression (X2)	Career progress and appropriate advancement are motivating. Slow promotion is demotivating.	24
2	Relatively unconcerned with issues of rank and position. Status symbols unimportant.	Status (X3)	Concerned with position and status. Demotivated by lack of respect from others.	24

1 2 3 4 5 6 7 8 9 10   **MQM5 UKE UK General Population 2000**

Likely impact of job attributes on 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 judgments 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 = 2, E3 = 8, E4 = 7, E5 = 5, E6 = 8, E7 = 4, S1 = 3, S2 = 2, S3 = 4, S4 = 2, S5 = 2, I1 = 2, I2 = 7, I3 = 2, X1 = 2, X2 = 2, X3 = 2
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.

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