



Talent in Innovation.
Innovation in Talent.

Motivation Questionnaire Profile Chart



Name

Mr Sample Candidate

Date

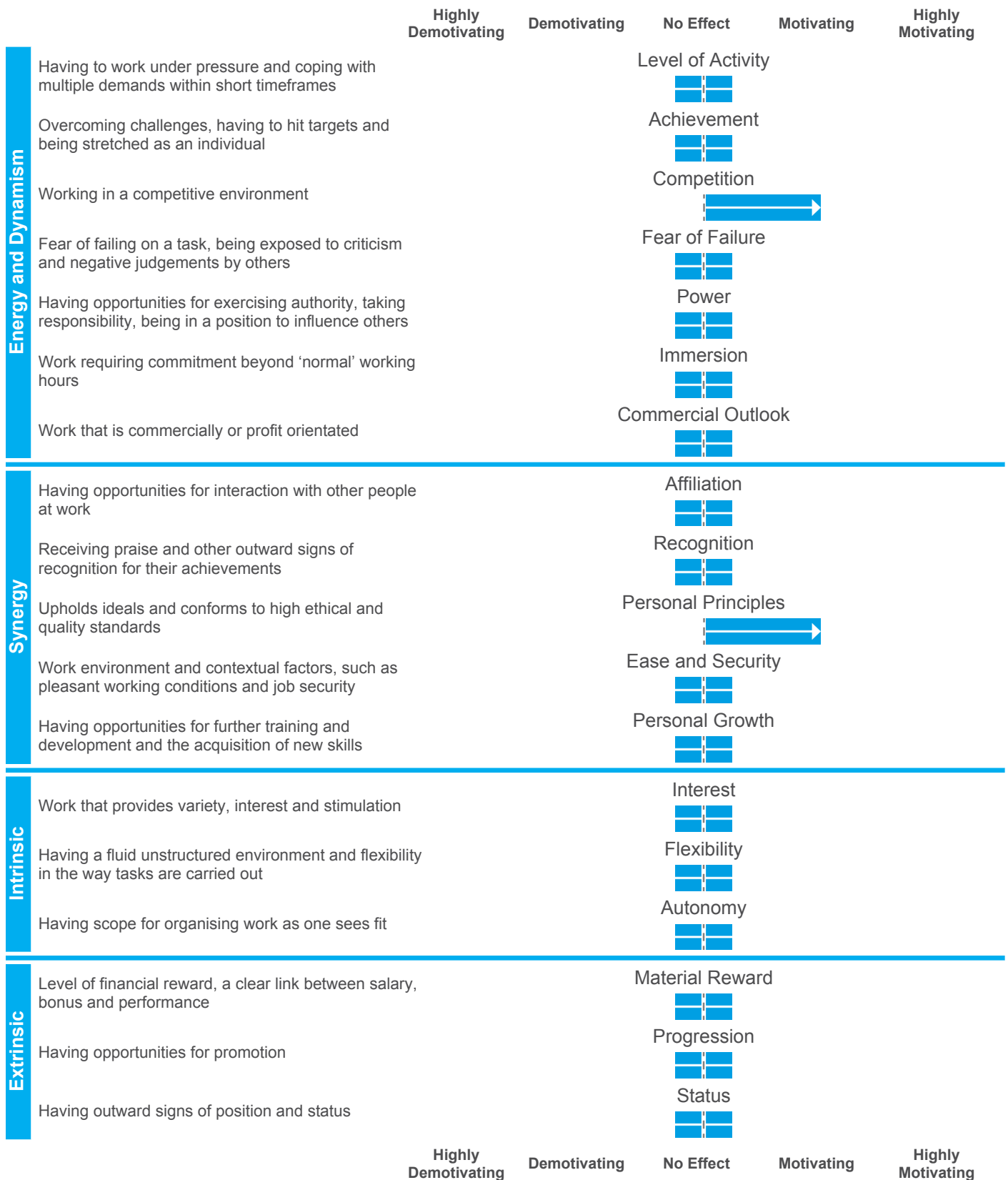
25 September 2018

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.	<p style="text-align: center;">Level of Activity (E1)</p>										24
2	Seeks moderate rather than extreme challenges. Targets not a major issue.	<p style="text-align: center;">Achievement (E2)</p>										24
8	Finds competitive environments uncongenial, even demotivating. Outperforming others is not a motivator.	<p style="text-align: center;">Competition (E3)</p>										32
7	Switches off rather than increasing effort when faced with failure or criticism.	<p style="text-align: center;">Fear of Failure (E4)</p>										24
5	Does not seek out positions of power, influence or authority.	<p style="text-align: center;">Power (E5)</p>										26
8	Demotivated by intrusion of work requirements into personal life.	<p style="text-align: center;">Immersion (E6)</p>										24
4	Demotivated by over emphasis on profits and finance.	<p style="text-align: center;">Commercial Outlook (E7)</p>										24
Synergy												
3	Limited need for interaction with others.	<p style="text-align: center;">Affiliation (S1)</p>										24
2	Has less need for recognition than most. Praise and congratulations not prime motivators.	<p style="text-align: center;">Recognition (S2)</p>										24
4	Unconcerned about moral and ethical issues or quality of work.	<p style="text-align: center;">Personal Principles (S3)</p>										28
2	Not overly concerned by an element of risk. Does not mind inconvenience.	<p style="text-align: center;">Ease and Security (S4)</p>										24
2	Not spurred by opportunities for new learning and self development.	<p style="text-align: center;">Personal Growth (S5)</p>										24
Intrinsic												
2	Not greatly affected by degree of interest or variety in work.	<p style="text-align: center;">Interest (I1)</p>										24
7	Motivated by existence of clear work systems and structures. Intolerant of ambiguity.	<p style="text-align: center;">Flexibility (I2)</p>										24
2	Amenable to guidance and supervision from above.	<p style="text-align: center;">Autonomy (I3)</p>										24
Extrinsic												
2	Less concerned with having financial benefits link to the job.	<p style="text-align: center;">Material Reward (X1)</p>										24
2	Less driven to seek advancement. Promotion prospects not important.	<p style="text-align: center;">Progression (X2)</p>										24
2	Relatively unconcerned with issues of rank and position. Status symbols unimportant.	<p style="text-align: center;">Status (X3)</p>										24

MQM5 UKE UK General Population 2000

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



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 v1 ^{TC}

About This Report

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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.

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