

Motivation Questionnaire

Assessment Fact Sheet

Overview

The Motivation Questionnaire (MQ) assesses what situations are likely to increase or reduce an individual's motivation at work. It provides a comprehensive profile of the motivational factors that affect an individual's performance and their drive to succeed. By understanding what motivates an individual, it is possible to unlock each individual's full potential and direct their energies more constructively. The information the MQ provides can help in maximizing the motivation and energy individuals bring to their jobs and thereby can have a significant impact on the achievement of their key deliverables.

The MQ has been redesigned with a new look and feel, providing an enhanced mobile-first candidate experience.

Job Family/Title	All
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Details

Average Testing Time (minutes)	20 - 25 minutes
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Allowed Time (minutes)	Untimed
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Maximum Number of Questions	144 questions
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Number of Sitzings	One
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Designed for Unproctored Environment	Yes
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Question Format	Normative – Five Point Rating Scale
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Product Category	Personality
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Knowledge, Skills, Abilities and Competencies Measured

The 18 dimensions of motivation measured by the assessment are divided into four broad areas:

- **Energy & Dynamism:** the main sources of energy and drive for the individual at work (e.g. Competition, Power)
- **Synergy:** the aspects of organizational culture that are important to the individual (e.g. Recognition, Personal Principles)
- **Intrinsic:** the features of tasks that the individual may find satisfying (e.g. Interest, Flexibility)
- **Extrinsic:** the external motivators present in a work environment (e.g. Material Reward)

Several reports are available for trained and untrained users:

The Profile Chart: Maps the individual's motivational drivers against a selected benchmark, and indicates key motivators and demotivators. Designed for use by trained users.

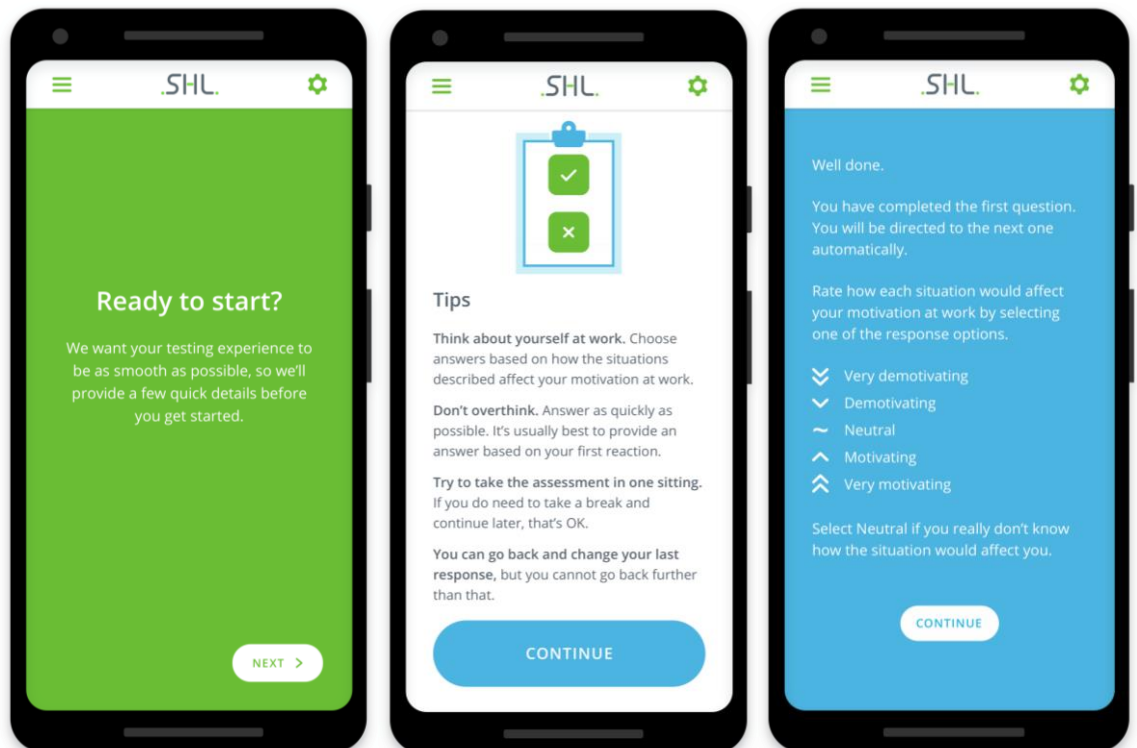
The Employee Motivation Report: Ideal for use by line managers and those concerned with employees' performance and well-being, this report provides an in-depth and easy-to-understand evaluation of what motivates and demotivates an individual. It also offers a comprehensive list of tips and suggestions for managing the employee's strongest motivators and demotivators.

The Candidate Motivation Report: This report allows individuals completing the questionnaire to understand what drives their motivation and can encourage them to take greater ownership of their development plans.

The Motivation Pack: The MQ Report pack consists of the Profile Chart, Employee Motivation Report and the Candidate Report and is a cost-effective way of ensuring that your organization takes a comprehensive approach to understanding what motivates its employees.

Instructions, Contextual Hints & Tips

Contextual hints and tips to guide the individual as they complete the MQ:



Example Questions

