Motivation Report

Results for: Kris Kantor

Assessment Completed: 9/18/2018

Introduction to Motivation Report

General Introduction

The Motivation Questionnaire defines motivation in terms of the satisfaction of needs. The purpose of this report is to highlight the needs most important to you. The questionnaire measures 12 motivating factors grouped into three sets of needs: environmental, interpersonal and intrapersonal.

Environmental Needs	Interpersonal Needs	Intrapersonal Needs
• Activity • Comfort & Security • Financial Reward • Structure	• Competition • Power & Progression • Recognition & Status • Relationships	• Achievement • Autonomy • Creativity & Interest • Growth

The report output is based on the responses given. Therefore, the accuracy is dependent, in part, on both your honesty and self-awareness. This report should be kept confidential and is valid for 12 months.

Report Structure

This report identifies the **relative importance** of all the motivation factors, but focuses in particular on the three most important factors and the least important factor in motivating you. The Critical Motivation Summary provides for each motivator the following:

- **Descriptive Points** – the specific needs most important to you

- **Associated Issues** – the pros and cons of that factor

- **Role or Career Considerations** – the types of jobs typically most appealing to similarly motivated people

- **Action Points** – steps that can be taken to satisfy your needs

Importance of Motivation Factors

The importance of the motivation factors have been rank ordered below, from most to least important for you.

Rank	Motivating Factor
1	Relationships
2	Power and Progression
3	Creativity and Interest
4	Autonomy
5	Comfort and Security
6	Activity
7	Growth
8	Achievement
9	Recognition
10	Structure
11	Competition
12	Financial Reward

Critical Motivation Summary

Top Three Motivators

<table>
<tr>
<td colspan="2" style="background-color:orange">Relationships: Motivated by opportunities to build lasting relationships with others, interact with people constantly, and caring for and helping others</td>
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<tr>
<td>Descriptive Points</td>
<td>

Likely to respond best to a manager with a democratic, participative leadership style
Other people are your primary focus
Driven by the need to know how everyone else is doing
Like to involve as many people as possible in your own projects
Like to build lasting interpersonal relationships at work
Prefer situations allowing warmth and possibly the expression of feelings

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<tr>
<td>Associated Issues</td>
<td>

Will be seen as a key team member who is active in building and maintaining relationships
May be sought out by others for support and advice due to interpersonal qualities

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<td>Role or Career Considerations</td>
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Organizations with stable, life-long employment
Roles or careers that offer close, long-term relationships with a focus on people rather than things or systems
Positions involving personal involvement with others such as acting as a coach or mentor, or working in learning and development within an HR function
Roles or careers that will not require solitary or independent work
Positions involving providing support or guidance to others such as teaching, counseling, or psychology

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Top Three Motivators

	Power and Progression: Motivated by having the opportunity to exercise power and authority, take responsibility for others, and be in positions which allow one to manage, control, and reward the activities of others
Descriptive Points	• Desires authority based on the need to progress within an organization • Motivated by managing, controlling, and rewarding the activities of others directly • Need to progress to higher levels within an organization • May exercise authority based on personal qualities and expertise
Associated Issues	• Happy to take control of a group or team • Willing to take responsibility for the actions of self and others
Role or Career Considerations	• Politician or elected public official • Roles in high growth or high turnover organizations offering frequent opportunities for advancement • Roles or careers that are supervisory or managerial in nature • Roles involving indirect control such as teachers or lecturers, journalists or broadcasters • Employment in organizations where paths of progression are evident and clearly established • Organizations where there is a clear organizational hierarchy • Consultant or technical advisor

Top Three Motivators

Creativity and Interest: Motivated by inherently interesting work environments which offer variety and the opportunity to bring innovative and creative solutions	
Descriptive Points	• Driven by a need to express your own ideas • Need to be creative and original • Seek work that is inherently interesting • See imagination as the driving force of activity • Like variety and originality
Associated Issues	• Likely to provide original and different perspectives, possibly challenging existing thinking • Happy to offer creative ideas and get involved in work that requires innovative and pioneering thinking
Role or Career Considerations	• Roles or careers which require creativity or innovation • Marketing and advertising activities • Artistic, theatrical, or creative work • Design and manufacture of your own products or services • Research and development jobs • Roles or careers which involve the use of new technology, devices, and gadgets

Critical Motivation Summary

Least Important Motivator

Financial Reward: Motivated by having the opportunity to earn increasing amounts of money and other forms of material reward; concerned with increasing remuneration

- Money and financial reward are likely to have little effect on increasing your motivation and may have a detrimental effect
- Does not equate financial reward with the amount of effort expended
- Prefers to have regular pay and fixed financial rewards

Critical Motivation Summary
Actions

Relationships

Actions:

- Get involved in 20-30 minute weekly huddles with team members to exchange good news and positive feedback.
- Seek input from others to support with projects to aid collaboration and opportunities to meet new people.
- Exchange best practices and knowledge with other teams to build relationships with work colleagues across the organization.

Power and Progression

Actions:

- Delegation motivates direct reports and provides great opportunities for development and management of others. Decide what can be delegated. What help is required? What can be handed over with or without support?
- Review individual responsibilities to determine which responsibilities can be delegated, ensuring that enough authority and empowerment is granted to complete the tasks successfully.
- Identify the areas of responsibility which are constrained by a lack of authority. Generate suggestions for how more authority and responsibility can be "pushed down" to the appropriate levels.
- Seek projects or tasks which provide the opportunity to control the work of others and to advance within the organization.
- Seek projects or tasks which provide the opportunity to lead others and gain responsibility for directing and rewarding their work.

Creativity and Interest

Actions:

- Look at how others outside of your workplace have solved similar problems and seek ideas to implement.
- Participate in brainstorming workgroups to identify solutions to a problem. Generate as many creative and diverse ideas as possible. Look for ways to build off the ideas by combining and/or modifying them. Note how diverse perspectives are often beneficial in developing quality solutions.
- Seek projects that require fresh ideas that will enable innovation rather than following a tried and tested approach. This will facilitate the generation of multiple ideas for discussion and implementation.
- Inquire whether there are opportunities for job rotation so different jobs and tasks can be allocated to different individuals temporarily to encourage more varied interesting work.
- Look at prevalent problems that need innovative solutions. Have brainstorming sessions to try to develop creative alternatives. Sometimes sharing perspectives on a problem can facilitate discovering a better way of accomplishing a task.

Motivation Factors Index

Environmental needs: Those which relate to material aspects of work such as work conditions, work-life balance, money, equipment, and sense of safety and security	
• **Activity**	Motivated by having lots to do, enjoy multiple demands, staying busy and willing to work longer hours
• **Comfort and Security**	Motivated by safe and secure work environments, good work conditions, well defined terms and conditions of employment, job security
• **Financial Reward**	Motivated to work harder and longer in return for money and other forms of material reward; concerned with increasing remuneration
• **Structure**	Motivated by a highly regulated and organized work environment, liking clearly defined structures and clear guidance
Interpersonal needs: Those which emphasize the need for interaction with others and how we relate to others	
• **Competition**	Motivated by benchmarking performance against others, working in competitive environments
• **Power and Progression**	Motivated by having the opportunity to exercise power and authority, taking responsibility for others, and being promoted into positions which allow you to manage, control and reward the activities of others directly
• **Recognition**	Motivated by praise, encouragement, and external signs of recognition for what they have done
• **Relationships**	Motivated by opportunities to build lasting relationships with others, interact with people constantly, and caring for and helping others
Intrapersonal needs: Those which relate to how individuals see themselves and their work in terms of personal achievement, growth, inherent interest, opportunities for creativity and personal development	
• **Achievement**	Motivated by sense of achievement, setting challenging targets, achieving 'great' things and hitting specific goals
• **Autonomy**	Motivated by having control over own activities, having the authority to organize their own work and being free of the close supervision by a manager or strict procedures
• **Growth**	Motivated by the opportunity to develop, train, and acquire new skills
• **Creativity and Interest**	Motivated by inherently interesting work environments which offer variety and the opportunity to bring innovative and creative solutions