

Sam Example



About Motives

What motivates you? What gives you energy? Below you will find your scores on five basic motives. More information about those motives, their 13 underlying factors, and your scores can be found on the following pages. You can also read more about the kind of organisation that suits you. On the last page, you will find additional information.

Your Score: (coloured parts)

1: Less strong 2: Moderate 3: Average 4: Strong

Your 5 Basic Motives



Focused on Independence
Strong

Wanting to be free and independent, wanting to try out new or different things.



Focused on Influence
Strong

Wanting to lead people and projects, wanting to be involved in decision-making.



Focused on Success
Strong

Wanting to get the most out of your work.



Focused on Achievement
Average

Wanting to develop yourself, working towards the best results.



Focused on Others
Strong

Wanting to feel connected with and needed by others.

Your Strongest Motives



Rewards
Would like to earn a lot



Competition
Enjoys 'winning'

Your Weakest Motives



Learning
Finds it less important to achieve perfect results



Perfection
Finds growth less important



Focused on Independence

Strong

Wanting to be free and independent, wanting to try out new or different things.

Focusing on independence means wanting to be free and self-reliant, both in determining your goals and how you pursue them. The ability to break free from rigid frameworks and do things differently is also characteristic of this group of drives.



Autonomy

Strong

You prefer to have freedom over what you are going to do and how. You like being in control. Whether it's planning your work or making decisions, you want to figure it out yourself.



Innovation

Strong

You live for change and innovation. Continuous improvement is important to you. You have lots of ideas and you like to do things differently than usual.



Focused on Influence

Strong

Wanting to lead people and projects, wanting to be involved in decision-making.

If you are focused on influence, you want to dictate the course of action. You enjoy doing this for yourself but also for others. Deciding what happens, when, and how is your focus. You have opinions on many topics and want to express them freely. You find it important to participate in discussions, contribute with ideas, and be involved in decision-making on impactful matters.



Influence

Strong

Having influence is important to you. You want to determine the business strategy and have a say in important decisions. You have strong opinions and expect others to follow your lead.



Focused on Success

Strong

Wanting to get the most out of your work.

Focusing on success means you prioritise obtaining results over enjoying the content of your work. You mainly see your position as a way to gain status, prestige, and good compensation. You measure your success by comparing your performance with others.



Competition

Strong

You want to be known as the best in your field. You work very hard to surpass the performance of others.



Esteem

Strong

Your reputation is very important to you. You want to be recognised and well-respected. You want a job with status that other people also admire.



Rewards

Strong

You think being well paid for your work is very important. In everything you do, you keep an eye on what you get in return. If you do more, you also want to earn more. Your salary must match the value you bring to the organisation.



Focused on Achievement
Average

Wanting to develop yourself, working towards the best results.

Being achievement-oriented means enjoying the subject matter of your work and wanting to gain the highest level of expertise possible. It also means you derive job satisfaction from demonstrating your expertise. People who are focused on achievement are eager to develop professionally and personally.



Learning

 **Moderate**

You want to keep your knowledge and skills up to date, but only if that is necessary for your work. Learning must have a concrete and practical goal for you.



Perfection

 **Average**

You challenge yourself to deliver perfect work. You think the quality of your work is important. You are meticulous and you make sure that your work is complete before sending it in. However, you don't get upset over tiny mistakes.



Career

 **Average**

You find it important to reflect on your career from time to time. You would like to grow, move into higher positions, and get more responsibilities.



Focused on Others
Strong

Wanting to feel connected with and needed by others.

Focusing on others means wanting to feel connected to people. This involves striving for pleasant and harmonious relationships, both in your personal life and at work. Enjoying collaboration, wanting to contribute to a better society, and wanting to be appreciated by others are also part of this.



Significance



You would like to contribute to a better society. You have an ideal image of what society should look like and enjoy doing work in line with that ideal.



Appreciation



You like knowing that your colleagues and managers appreciate what you do. You like to receive compliments. That encourages you to go the extra mile.



Cooperation



You want to work with others in a constructive way. You feel good within a close-knit team and you actively contribute to a good working atmosphere. You believe that you achieve more together than alone.



Helping others



You are highly motivated to help others. You love using your talents, experience, and knowledge to support your colleagues.

Your Strongest Motives



Rewards



For people who are motivated by material rewards, good income and working conditions are important. They place great value on luxury and material possessions. Even if they already earn a lot, they continue to strive for more. This sometimes makes it difficult to keep them satisfied.

Strength:

Motivated to achieve goals that deliver tangible benefits.

Role in the team:

Results-oriented, focused on opportunities that lead to rewards.

Need to watch out for:

Putting financial interests above other values, thereby being less sensitive to social or ethical aspects.

Can become stressed when:

They have an unstable income or limited opportunities for financial growth.



Competition



People with a strong need for competition want to prove their qualities by competing with and surpassing the achievements of others. They want to be known as the best in their field and are willing to work hard for that. They put a lot of energy into their work. With their competitive attitude, they achieve personal goals and business objectives.

Strength:

Is goal-oriented. Gives their best and inspires others to do the same.

Role in the team:

Encourages the team to achieve top performance.

Need to watch out for:

Pushing team members too much, which can negatively impact collaboration and work atmosphere.

Can become stressed when:

Experiencing failures or lacking challenge.

Best fitting work environment

You thrive in a workplace where you can prove your talent. You want to be able to distinguish yourself from others. You find it important that your work stimulates you to get the best out of yourself. The objectives of the organisation must be clear to you. This way, you can show what you are capable of. Organisations that strive to be market leaders and operate in a rapidly changing and competitive industry appeal to you. You do not mind the size of the organisation, but a good remuneration policy is very important to you. You want to increase your salary quickly and receive extra benefits such as performance bonuses or a company car.

Your Weakest Motives



Learning



Moderate

People who are less focused on learning do not find it necessary to keep working on themselves. They are not likely to look for ways to increase their knowledge or further develop their skills.

Strength:

Working efficiently with trusted methods and existing knowledge.

Role in the team:

Completing routines, ensuring that familiar processes continue to run smoothly.

Need to watch out for:

Falling behind because of outdated knowledge, not challenging themselves enough.

Can become stressed when:

They are forced to learn something they do not find sufficiently useful or change how they do things frequently.



Perfection



Average

People who place less importance on perfection usually have a pragmatic attitude. They like to get things done and work quickly. They are less focused on details, so they sometimes overlook them. They prefer to work without a detailed plan. This means that they can start working immediately but only become aware of some problems or obstacles as they encounter them.

Strength:

Flexible, practical, and able to decide quickly.

Role in the team:

Seeing the bigger picture, putting things into perspective.

Need to watch out for:

Being sloppy, overlooking important details.

Can become stressed when:

Being strictly controlled, having to work very precisely and flawlessly.

Least fitting work environment

A workplace where you are always expected to do things perfectly is not ideal for you. Spending too much time and attention on small details frustrates you. You want to work quickly and complete projects in big steps. You find it difficult to stay focused when the same topics have been on your agenda for a long time. You also feel less comfortable in organisations where employees are expected to continuously develop themselves. You would rather just get on with your work than constantly have to learn new skills or explore different topics. A company that appreciates this practical attitude appeals to you.

More about Motives

What are motives?

Motives are needs that prompt you to take action. Motives also play an important role in your work because they influence your job satisfaction and success. When your motives align with your tasks and the culture of your organisation, this will give you energy and have a positive effect on your performance. This questionnaire measures a total of 13 motivational factors, which are further categorised into five basic motives.

What are motives useful for?

Having insight into your motives gives you the ability to make smarter career choices. When you have a good understanding of what motivates you, you are better able to determine which kind of tasks or organisations suit you best.

How about your motives?

On the first page, you will find your scores on the 5 basic motives, as well as your 2 strongest and weakest motives. Your scores are explained in more detail on the following pages. You will also receive explanations of each basic motive and their underlying factors. In addition, you can read more about your strongest and weakest motives, as well as the kind of organisation where you would thrive.

What do your scores mean?

The results were determined by comparing your answers with those of a norm group. A norm group is a large group of people who completed the same questionnaire under similar circumstances, for example, as part of a job application procedure or development program. If your score is high in comparison with this group, then we consider your score “strong” and vice versa. The norm group used to determine your scores is: **General (not selection procedures)**

About This Report

Consider whether the scores presented in this report align with your own ideas about what does and does not motivate you. It might also be helpful to ask others how they perceive you and whether they recognise you in the test results. This can provide new insights into how you come across to others. If you want to further explore your test results, the following questions may help you:

- Do you recognise yourself in the descriptions of your strongest motives? What do these motives mean to you?
- To what extent do your current tasks or activities align with these motives? Do you also experience the organisational culture recommended to you as a good working environment?
- Do you also find that your weakest motives are less motivating for you? How do you experience this?