

REPORT

MOTIVATION+

Jean Dupont

Test taken on the 23rd of October 2024 in 0 min

Customised report developed by Central Test.

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Table of contents

1. YOUR FEEDBACK MATTERS!
2. INTRODUCTION
3. ABOUT MOTIVATION+
4. PROFILE AT A GLANCE
5. GRAPH
6. DEVELOPMENT MOTIVATORS
7. CONTEXTUAL MOTIVATORS
8. SOCIAL MOTIVATORS

1 – YOUR FEEDBACK MATTERS!

We invite you to take this short survey about your assessment experience:

[SURVEY](#)

Your feedback will allow *Central Test* to ensure **MOTIVATION+** matches your requirements as best as it can.

2 – INTRODUCTION

MOTIVATION+ is an evaluation tool designed by *Central Test*, for analysing the professional drive of individuals.

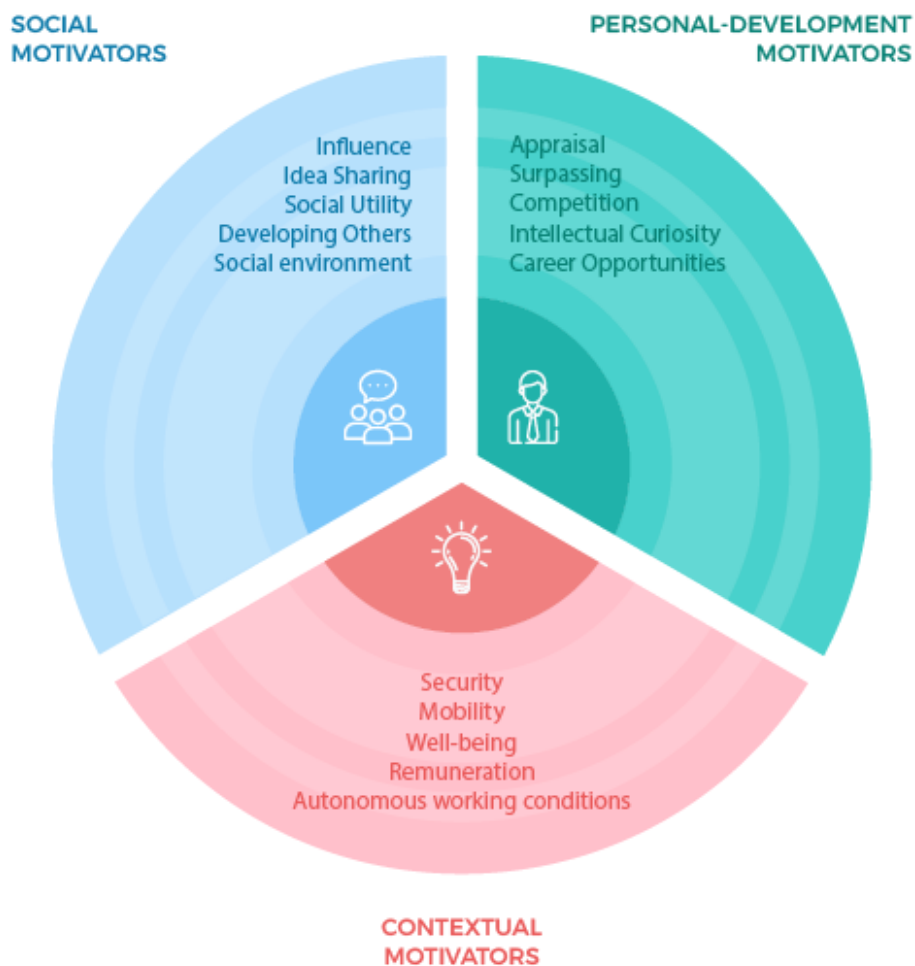
This report presents the results' summary obtained from the test.

Some precautions to be taken while reading this report:

- The use of this report requires a complete understanding of the test, its goals and of the precise significance of the aspects that are measured, in order to interpret the results precisely.
- The profile must be analysed according to the job requirements and the work environment in which the person will evolve.
- The results should be interpreted in relation to each other, and can be taken as an indicator of the candidate's motivators in order of preference. Having a high score on a factor (eg. Remuneration) doesn't mean that it's the only motivator for the candidate; other factors should be taken into account. Consequently, a low scoring motivator should also be taken into consideration.
- This report contains advice and so, it is recommended that its interpretation be done in an interview that includes feedback and active exchange with the individual.
- It is also advisable to complete this evaluation by using other assessments as well (for example, an interest or a personality assessment), in order to have a complete overview of the candidate's potentials.
- Please note that the results are confidential and cannot be communicated to a third person without the explicit agreement of the participant.

3 – ABOUT MOTIVATION+

This test is an evaluation of motivation and satisfaction levels across 15 crucial aspects of work. These are divided into 3 motivational value groups, as shown in the model below.



For each of these 15 aspects, a motivation score as well as a satisfaction score will be generated.

4 – PROFILE AT A GLANCE

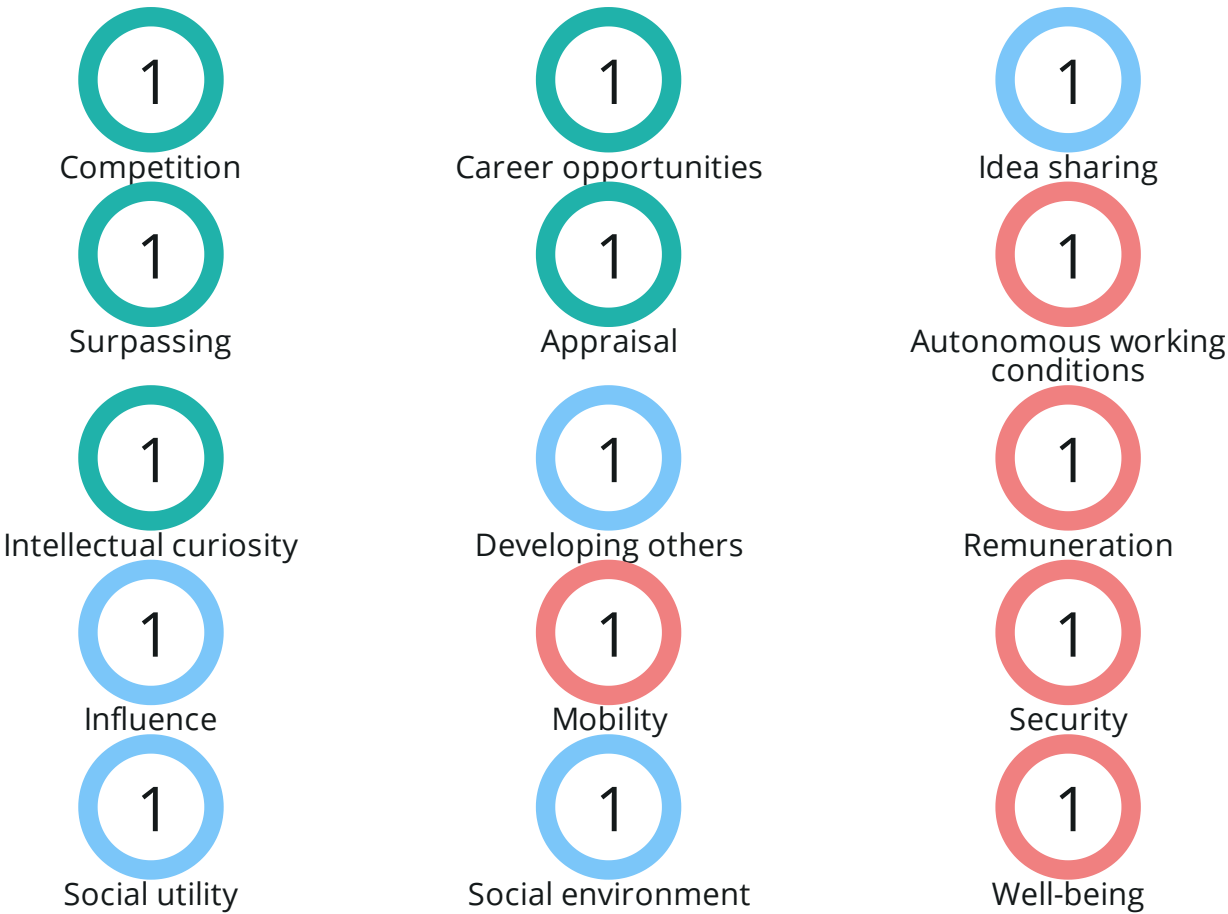
This section of the report shows which motivators are essential to the candidate (i.e. primary motivators), as well as those for which it is recommended that he / she have a good level of satisfaction (i.e. secondary motivators) because they will play a significant role in his / her motivation at work.

This section is also useful in determining which motivators the candidate needs at work in order to feel driven, and which will contribute significantly to his / her drive, even if they are not essential.

The number shown inside each circle represents the order of motivators, according to their scores.

By placing the cursor over each motivator, a personalised analysis can be seen. An analysis can also be found in the comments section, further down the report. Please note that for PDF reports, only the latter analysis will be displayed.

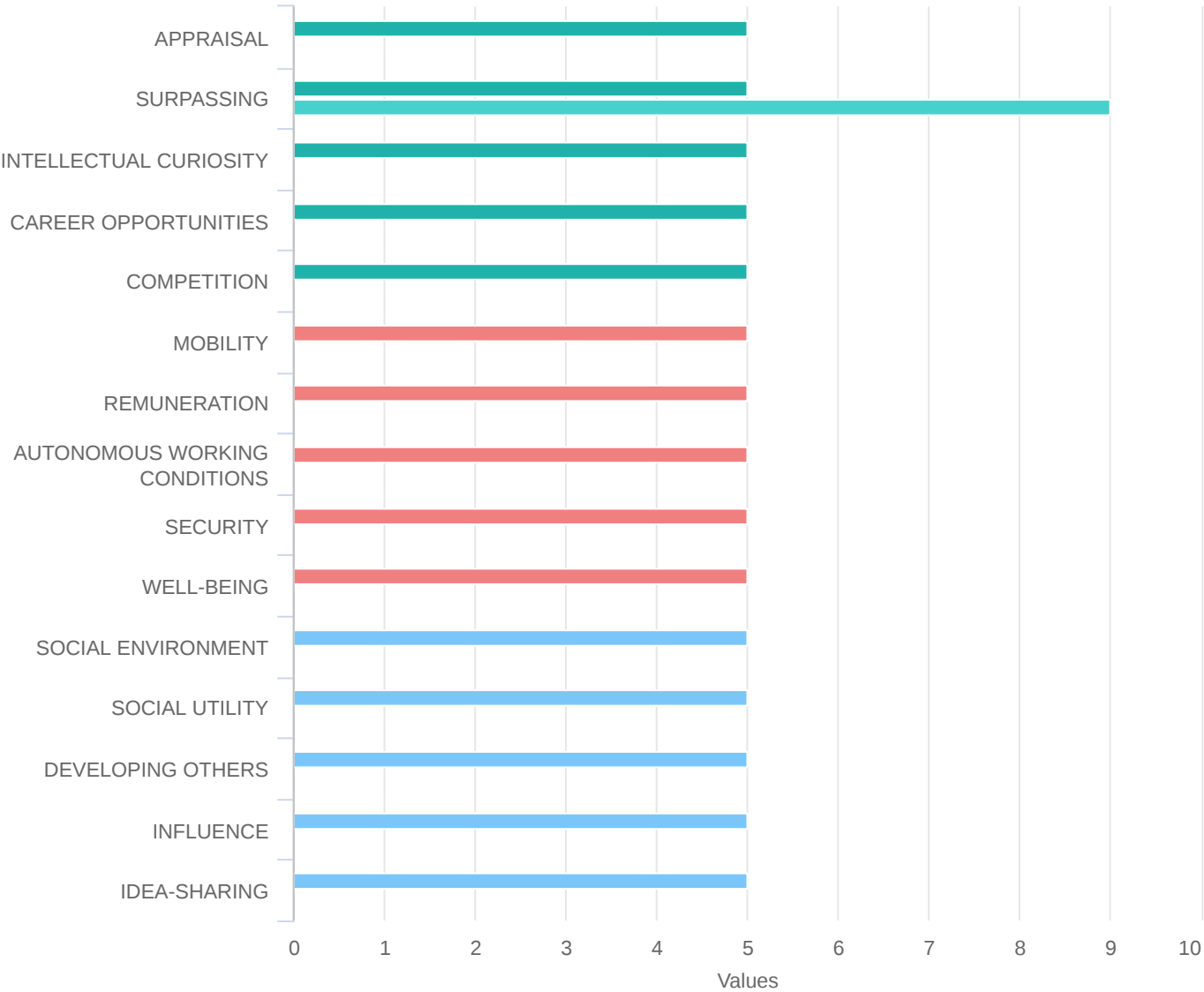
Primary Motivators



Secondary Motivators

5 - GRAPH

Below is a visual representation of the test results. For each factor measured, the upper, darker bar represents the motivation score. The lower, lighter bar represents the satisfaction score.



6 – DEVELOPMENT MOTIVATORS

This section provides a personalised analysis of the motivation and satisfaction scores, for each of the factors measured in the personal-development motivators group.

The work value group '**Personal-development motivators**' relates to the values that contribute to an individual's professional self development and growth. Consisting of '*Surpassing*', '*Competition*', '*Intellectual Curiosity*', '*Career Opportunities*' and '*Appraisal*', these values enable employees to advance in their job, and achieve success.

Note: An advice comment will be shown when satisfaction levels are low, except when the motivation score is also low, as this suggests that the factor does not have a significant impact on the individual's work drive.

APPRAISAL

People that are motivated by appraisal like to have regular evaluations from their co-workers, or superiors, regarding the quality of their work. Being informed on how they are doing and about how others perceive their work will enable them to feel driven and on the right track in the projects that they undertake.

0  10

■ Motivation (5 / 10)

0  10

■ Satisfaction (0 / 10)

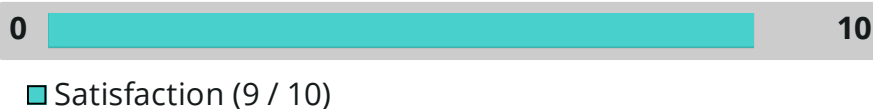
Jean Dupont's score on appraisal suggests that this factor is likely to be a motivator for him when it comes to maintaining his work drive. Receiving regular feedback and informative reviews on his work performance, whether positive or negative, will enable Jean Dupont to evaluate and improve himself, and to feel content and enthusiastic in his tasks.

Satisfaction: Jean Dupont appears to have a low level of satisfaction regarding the appraisals that he receives at work. This suggests that he would like to have more evaluations on his work, to inform him of how he is doing, and whether or not he is on the right track.

Advice: If Jean Dupont does not receive appraisals at work, he could try not to let it dampen his enthusiasm. He could instead think about asking for some feedback; his employer or colleagues would then be able to see that it is important to him to find out how he is doing in his tasks.

SURPASSING

People that are motivated by the value surpassing like to have opportunities to exceed themselves. They feel driven when their work provides them with opportunities that push them out of their comfort zone and test their limits.



For Jean Dupont, challenge in the workplace is likely to be a motivator and as a result, it is likely that he enjoys working on more difficult projects. Therefore, tasks that test his abilities and which take him out of his comfort zone are likely to appeal to Jean Dupont, thus enabling him to surpass himself.

Satisfaction: Jean Dupont appears to be satisfied with the level of challenge that he receives at work. It is likely that he feels content with the amount that the tasks he undertakes enable him to push himself, and help him to leave his comfort zone.

INTELLECTUAL CURIOSITY

This factor refers to feeling motivated at work when acquiring new knowledge. People who are driven by this value like to work on tasks where they are able to discover new topics in order to broaden their horizons. They feel fuelled when they are able to satisfy their desire to learn.



Intellectual curiosity appears to be a motivator for Jean Dupont's work drive. Opportunities to acquire new knowledge via tasks and projects that enable him to broaden his intellectual horizons, is likely to be something that he looks for, in order to feel content and enthusiastic in his role.

Satisfaction: Jean Dupont appears to have a low level of satisfaction regarding the amount that he is able to feed his intellectual curiosity at work. This suggests that she does not feel as if most of the tasks that she undertakes are enabling her to learn new things.

Advice: Jean Dupont may not always have the chance to learn new things. He could try and focus his attention on all his tasks, even the ones that he may find repetitive or mundane. Rather than letting these tasks demotivate him, he should see them as opportunities to perfect the skills he already possesses.

CAREER OPPORTUNITIES

Individuals who are driven by career opportunities seek to climb up the career ladder, and appreciate chances for promotion. As a result, they will feel motivated when their job gives them the possibility to advance the status of their career.



■ Motivation (5 / 10)



■ Satisfaction (0 / 10)

Career opportunities is likely to be a motivator for Jean Dupont at work. Opportunities for career advancement and being able to climb the career ladder appears to be something that he looks for, meaning that being provided with career advancement possibilities such as promotions is likely to have a positive effect on his work drive.

Satisfaction: Jean Dupont appears to have a low level of satisfaction when it comes to the amount of career opportunity that his current position is giving him. This suggests that he does not feel as if he has enough chances to move up, or gain experience, in his company.

Advice: If Jean Dupont feels that there is little opportunity for career development within his company, he could try to discuss this with his superiors. If there are no current opportunities to move up, he could see this as a chance to gain experience and gain recognition, so that in the future he will be able to explore other areas.

COMPETITION

Individuals who feel driven by competition at work will feel stimulated by an environment that enables them to try to outperform others. They will be motivated by a workplace that encourages friendly contests between co-workers to reach targets or goals.



■ Motivation (5 / 10)



■ Satisfaction (0 / 10)

For Jean Dupont, competition is likely to be a motivator, and appears to have an impact on his motivation. Aspects such as competing against others and internal company contests are likely to stimulate his work drive. Therefore, it is likely that the addition of some form of friendly competition will enable Jean Dupont to feel driven and happy in his profession.

Satisfaction: Jean Dupont appears to have a low level of satisfaction when it comes to the amount of competition that is available to him at work. It is unlikely that he feels as if he has enough opportunities to compete against his co-workers.

Advice: If there are not many chances for competition and Jean Dupont begins to lose motivation, he could remember that working with others can bring him results just as efficiently as competing, which in turn would be stimulating for his work drive.

7 – CONTEXTUAL MOTIVATORS

This section provides a personalised analysis of the motivation and satisfaction scores, for each of the factors measured in the contextual motivators group.

The '**Contextual motivators**' work value group relates to the extrinsic motivations of an individual provided by the company, and encompasses '*Mobility*', '*Remuneration*', '*Well-being*', '*Security*' and '*Autonomous Working Conditions*'. These can be defined as the values which enable a person to gain some form of external reward, and tend to be additional aspects to a person's work itself.

Note: An advice comment will be shown when satisfaction levels are low, except when the motivation score is also low, as this suggests that the factor does not have a significant impact on the individual's work drive.

MOBILITY

Individuals that are motivated by mobility like to have a job that allows them to move from place to place, rather than remaining at a desk for most of their schedule. Leaving the office on a regular basis to conduct business will allow them to feel driven in the work they are undertaking.

0  10

■ Motivation (5 / 10)

0  10

■ Satisfaction (0 / 10)

It is likely that mobility is a motivator for Jean Dupont at work. A role that involves being on the move and working away from a desk might be something that appeals to him when choosing between job roles, as these aspects are likely to have a positive effect on his work drive and happiness in his role.

Satisfaction: Jean Dupont appears to have a low level of satisfaction regarding the mobility that he has at work. This suggests that he does not feel as if his work permits him to move around enough outside the office, as opposed to working behind a desk.

Advice: Having to stay at the same spot for a long time might affect Jean Dupont's motivation negatively. If he is not given the chance to move much with his work, he could try to use his breaks to take a walk or bring some movement into his routine, such as walking while making or receiving calls, or during brainstorming.

REMUNERATION

Those that are driven by remuneration feel motivated by jobs with factors such as high salary and other material rewards. Bonuses and additional benefits are important to them in order to feel enthusiastic about the work that they undertake.



■ Motivation (5 / 10)



■ Satisfaction (0 / 10)

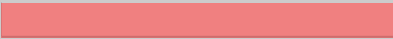
Remuneration appears to be a motivator for Jean Dupont at work. It is likely that the monetary aspects of his role have a positive impact on his happiness at work, and help drive his professional decisions. Financial incentives, such as a high salary or bonuses, may be one of the criteria that help Jean Dupont feel content and enthusiastic in his work.

Satisfaction: Jean Dupont appears to have a low level of satisfaction regarding the remuneration he receives at work. This suggests that he does not feel as if he receives enough financial incentives, such as salary level or other material rewards.

Advice: If Jean Dupont starts to feel demotivated by a low salary or lack of other material benefits, he could remember that these are not the only strengths that a job can bring. Showing enthusiasm for the work that he does may end up rewarding him in the future.

AUTONOMOUS WORKING CONDITIONS

People who are motivated by autonomous working conditions value liberty in their working approach. They are motivated when their company offers flexibility, such as having independence in deciding how they proceed on their projects and tasks, and the ways in which they work.

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■ Motivation (5 / 10)

0  10

■ Satisfaction (0 / 10)

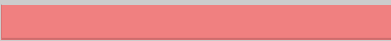
Autonomous working conditions appears to be a motivating factor for Jean Dupont at work. Aspects such as being able to decide how and when he conducts his tasks may be conditions that Jean Dupont looks for in a role. It is likely that when he does have independence in his working style, he will feel enthusiastic and stimulated by his work.

Satisfaction: Jean Dupont appears to have a low level of satisfaction when it comes to the amount of autonomy that he has at work. This suggests that he is unlikely to feel as if he has enough flexibility in how he conducts his work.

Advice: Sometimes Jean Dupont may not be afforded the autonomy that he wants. In these situations, he could think about finding out whether it is possible to make his working conditions more flexible. If it is not possible, he could try to understand the reasons why these limitations are in place. For example, certain goals may not be achievable when working remotely, or in one's own way.

SECURITY

Those that feel driven by security like to be assured that they have a long-term, permanent position that is not likely to change anytime soon, unless they wish it to. If their position is secured in such a way and they know that they are able to remain within the company for the long haul, they will feel driven and enthusiastic in their role.

0  10

■ Motivation (5 / 10)

0  10

■ Satisfaction (0 / 10)

Jean Dupont's responses indicate that security at work is a motivator for him. Having a contract that is stable and provides long-term security is likely to be something that drives him. A permanent position that guarantees Jean Dupont safety for the foreseeable future is something that will help him to feel content and stimulated at work.

Satisfaction: Jean Dupont appears to have a low level of satisfaction when it comes to the amount of security that he feels he has in his job. This suggests that he would like more assurance that his job is long-term and permanent, and that he will be able to rely on having the position for the foreseeable future.

Advice: Sometimes Jean Dupont may not be given a permanent position straight away when starting in a new company or job. In order to not let his commitment suffer, he could try to talk to his superiors in time to clarify his future employment chances and to discuss his needs.

WELL-BEING

This factor refers to those who feel motivated in their job when their company places importance on their well-being. Factors such as a good balance between work and private life are crucial to them, and they will feel driven if their employer recognises the importance of occupational health.



■ Motivation (5 / 10)



■ Satisfaction (0 / 10)

Well-being appears to be a motivating factor for Jean Dupont at work. Aspects such as his employer putting wellness schemes in place in order to take care of his mental and physical health contributes to his work drive. A role with conditions in place that pay attention to factors such as his work-life balance, may help him to feel enthusiastic and stimulated in his work.

Satisfaction: Jean Dupont appears to have a low level of satisfaction when it comes to the amount of importance that his company places on employee well-being. This suggests that he does not feel as if enough attention is being paid to maintaining a healthy balance between work and personal life.

Advice: Jean Dupont's company may not have all the facilities or conditions in place to attend to his needs yet. Before allowing this to demotivate him, he could try to discuss his needs with his co-workers in order to raise awareness. This way, his company will be conscious of any issues that there may be, and can begin to implement improvements.

8 – SOCIAL MOTIVATORS

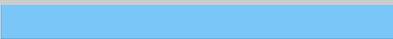
This section provides a personalised analysis of the motivation and satisfaction scores, for each of the factors measured in the social motivators group.

The work value group '**Social Motivators**' encompasses those values that relate to an individual's social surroundings. Consisting of '*Social Environment*', '*Social Utility*', '*Idea Sharing*', '*Influence*' and '*Developing Others*', these values enable a person to build upon and strengthen the social relationships that they have at work, and to help and support others.

Note: An advice comment will be shown when satisfaction levels are low, except when the motivation score is also low, as this suggests that the factor does not have a significant impact on the individual's work drive.

SOCIAL ENVIRONMENT

People that are motivated by social environment appreciate working in a friendly workplace where they can count on and turn to their colleagues. They see working with others around them as an important way to help maintain office harmony. Working in a company that promotes such an environment will allow them to feel enthusiastic and driven about their work.

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■ Motivation (5 / 10)

0  10

■ Satisfaction (0 / 10)

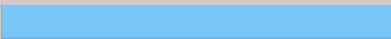
The social environment Jean Dupont works in appears to be a motivator for him at work. A workplace setting that promotes social aspects such as friendliness and team spirit may have a positive effect on his stimulation and enthusiasm for his tasks. Conditions that encourage collaboration and companionship contributes to his work drive and overall satisfaction with his role.

Satisfaction: Jean Dupont appears to have a low level of satisfaction regarding his social environment at work. This suggests that he does not feel as if his workplace promotes such an environment where he can create friendships, or count on and turn to his colleagues.

Advice: Tensions within the workplace may have a strong impact on Jean Dupont's motivation. If this is the case, he could try to take a step back and remember that keeping a positive attitude will help to improve the atmosphere. He could try to look objectively at the situation to understand where the social issues are coming from; he may be able to find a solution.

SOCIAL UTILITY

People that are motivated by social utility at work place high importance on being able to benefit others with their work. They feel driven when they can take part in tasks that they know will help others.

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■ Motivation (5 / 10)

0  10

■ Satisfaction (0 / 10)

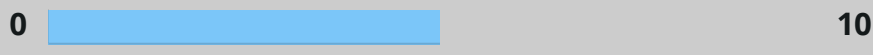
Social utility appears to be a motivating factor for Jean Dupont at work. Being able to carry out work that enables him to help others and be useful to society may enable him to feel stimulated and enthusiastic about his tasks. The opportunity to contribute to the well-being of people may be something that he looks for when making choices related to his career.

Satisfaction: Jean Dupont appears to have a low level of satisfaction regarding the social utility of his job. This suggests that he does not feel as if he is able to benefit and help others enough through the work that he undertakes.

Advice: Sometimes Jean Dupont may feel that his work is not helping others as much as he would like. It is important to remember that his work will be positively impacting other people even if he cannot directly measure this. Benefitting future generations is a long-term process, and by taking a step in the right direction and working towards these goals, he is already having an impact by promoting these ideals within his company.

DEVELOPING OTHERS

Individuals that are motivated by developing others feel driven when they are able to pass on their skills and knowledge. They value the opportunity to transmit their capabilities and expertise to others.



■ Motivation (5 / 10)



■ Satisfaction (0 / 10)

Developing others appears to be a motivating factor for Jean Dupont at work. Opportunities in his work to transmit his skills and knowledge to his colleagues may have a positive effect on his work drive. The ability to tutor and help less experienced co-workers may be something that he looks for in a job role.

Satisfaction: Jean Dupont appears to have a low level of satisfaction when it comes to being able to develop others at work. This suggests that he does not feel as if he has enough opportunity to pass on his skills and knowledge to those that he works with.

Advice: Jean Dupont may not always be in a position where he can pass her skills on to others, such as when working with a team whose abilities are greater than his. It is important to not let this demotivate him; instead, he should see it as an opportunity to improve his own skills, thus increasing the expertise that he can pass on later.

INFLUENCE

People who are motivated by influence like to be able to impact work outcomes through their involvement in the reaching of important conclusions. They feel driven when they can have a say in important decisions that will affect projects.

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■ Motivation (5 / 10)

0  10

■ Satisfaction (0 / 10)

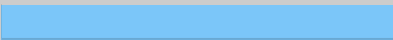
Having a role where Jean Dupont is able to exert influence within the company appears to be a motivating factor for him. Being able to have some impact on the choices made at work is likely to motivate him, as well as aspects such as being a decision maker and helping to reach important conclusions.

Satisfaction: Jean Dupont appears to have a low level of satisfaction when it comes to the level of influence he has at work. This suggests that he feels as if he does not have enough opportunity to impact important decisions or to have his say in them.

Advice: Jean Dupont should remember that there may be times when he is not making key decisions. Rather than letting this affect him, he could try to share his suggestions with the decision-makers, as this way he may still be able to indirectly exert some influence over matters.

IDEA-SHARING

People who are motivated by this value are driven by an environment where their ideas are appreciated and listened to. They feel motivated when they are encouraged to share their thoughts and when attention is paid to their suggestions.

0  10

☐ Motivation (5 / 10)

0  10

☐ Satisfaction (0 / 10)

Being able to share his ideas in the workplace appears to be one of Jean Dupont's motivators. Working in an environment where employers promote the contribution of employees' thoughts and viewpoints may make him feel enthusiastic and stimulated in his tasks. Being encouraged to share his opinions and come up with new ideas may have a positive effect on Jean Dupont's work drive, and sense of fulfilment in his role.

Satisfaction: Jean Dupont appears to have a low level of satisfaction when it comes to the amount that he is encouraged to share his ideas at work. This suggests that he does not feel as if enough attention or appreciation is given to him, or other employees, for the contribution of thoughts and suggestions.

Advice: At times when Jean Dupont feels that he is not given opportunities to share his suggestions, he should be proactive and propose some of his ideas to his employer so that they can see that a novel input could allow improvements.

Notes

