

REPORT

MOTIVATION

Jean Dupont

Test taken on the 9th of February 2021 in 2 min 29 sec

Customised report developed by Central Test.

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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.

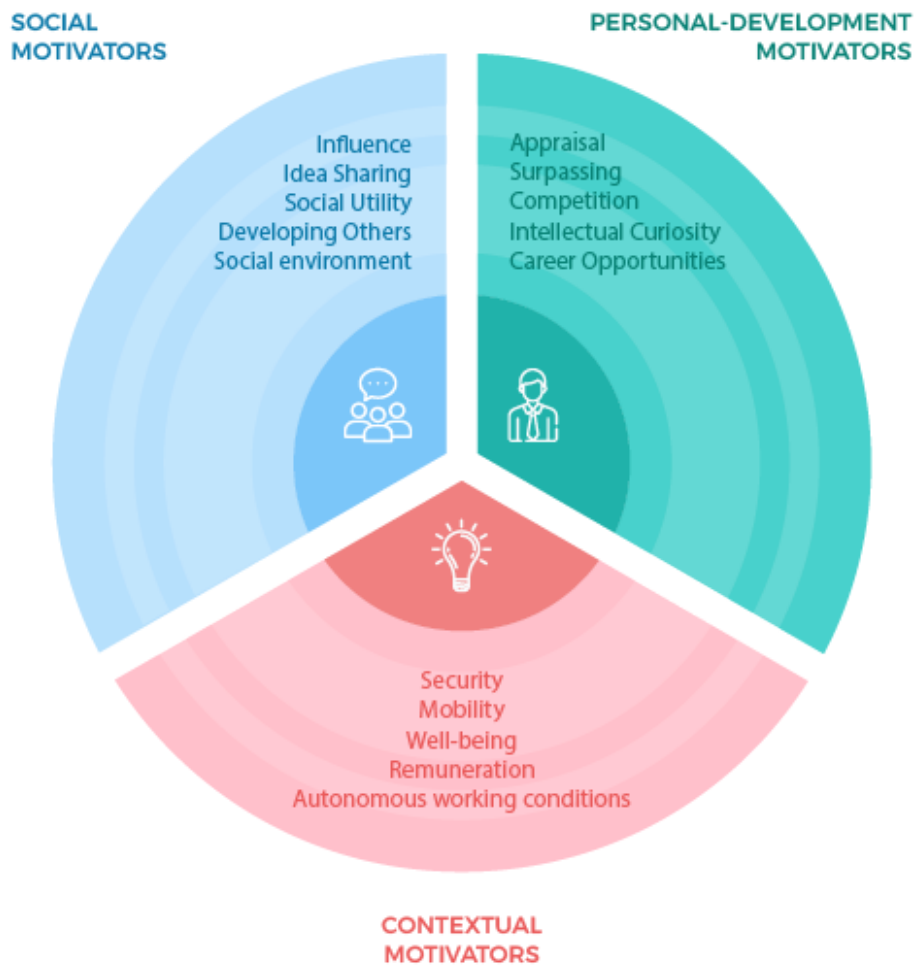
This report presents the results' summary obtained from the test.

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.
- It is recommended that the report is interpreted 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 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 will be generated.

4 – PROFILE AT A GLANCE

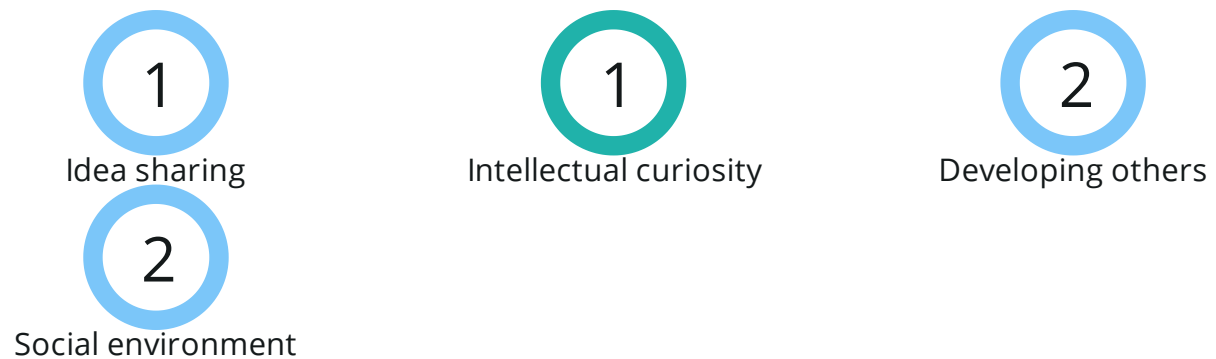
This section of the report shows which motivators are essential to the candidate (i.e. primary motivators), as well as those for which it is recommended that he / she have a good level of satisfaction (i.e. secondary motivators) because they will play a significant role in his / her motivation at work.

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

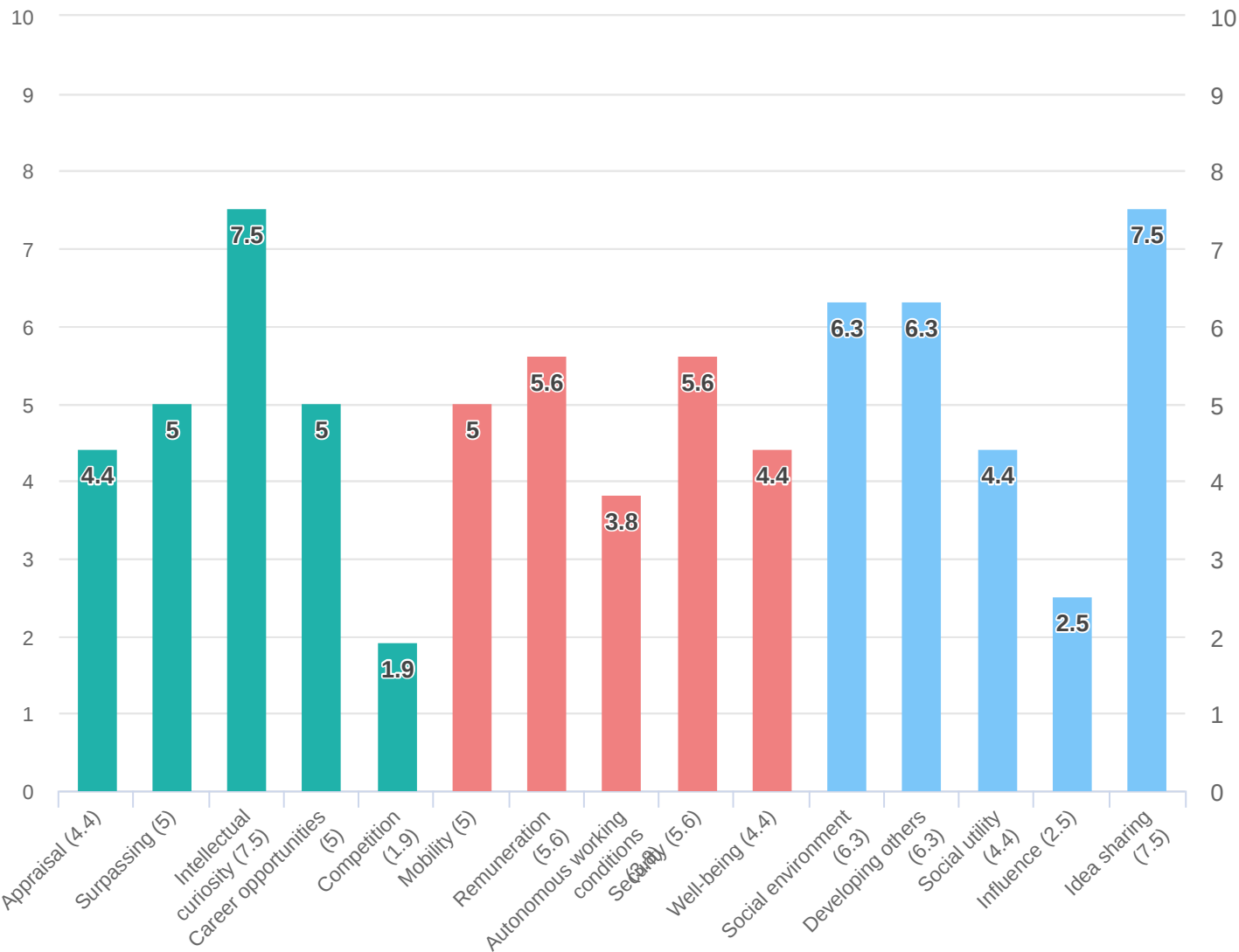


Secondary Motivators



5 - GRAPH

Below is a visual representation of the test results. For each factor measured, a vertical bar represents the motivation score.



6 – PERSONAL-DEVELOPMENT MOTIVATORS

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

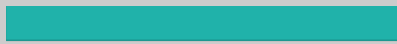
The work value group '**Personal-development motivators**' relates to the values that contribute to an individual's professional self development and growth. Consisting of '*Surpassing*', '*Competition*', '*Intellectual Curiosity*', '*Career Opportunities*' and '*Appraisal*', these values enable employees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

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.

Score
4.4

0



10

Jean Dupont's score on appraisal suggests that this factor may not be essential for him when it comes to maintaining his work drive, yet it does appear to be something that motivates him at work. Receiving regular feedback on his work performance, whether positive or negative, is unlikely to be something of great importance to him when it comes to decisions such as choosing between job roles. However, it is likely that informative reviews from his superiors do help him to feel content and enthusiastic 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.

Score
5

0



10

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.

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.

Score
7.5

0



10

Intellectual curiosity seems to be rather essential for Jean Dupont's work drive. It is likely that when given the opportunity to acquire new knowledge through his tasks, his enthusiasm and stimulation for the work will increase. Working on projects that enable him to broaden his intellectual horizons will help him to feel driven in his position.

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.

Score
5

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.

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.

Score
1.9

0



10

Competition does not appear to be an important motivating factor for Jean Dupont at work. It is unlikely that he needs to be working in an environment that fosters a competitive spirit in order to feel driven in his profession. Aspects such as contending against others, or internal contests, may have little effect on his enthusiasm.

7 – CONTEXTUAL MOTIVATORS

This section provides a personalised analysis of the motivation 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.

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.

Score
5



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.

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.

Score
5.6



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.

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.

Score
3.8

0

10

Autonomous working conditions may not be a crucial factor when it comes to Jean Dupont's work drive, yet it does appear to be a motivator for him. Aspects such as being able to decide how and when he conducts his tasks may not be conditions that he looks for in a role, yet it is likely that when he does have independence in his working style, he will feel more enthusiastic, and stimulated by his work.

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.

Score
5.6

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.

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.

Score
4.4

0

10

Well-being may not be a crucial factor when it comes to maintaining Jean Dupont's work drive, yet it does appear to be a motivator for him. Aspects such as his employer putting wellness schemes in place in order to take care of his mental and physical health may not be his priority when looking for job roles. However, it is likely that such conditions that make it easy for him to look after his well-being, will increase his enthusiasm and stimulation at work.

8 – SOCIAL MOTIVATORS

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

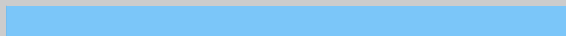
The work value group '**Social Motivators**' encompasses those values that relate to an individual's social surroundings. Consisting of '*Social Environment*', '*Social Utility*', '*Idea Sharing*', '*Influence*' and '*Developing Others*', these values enable a person to build upon and strengthen the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

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.

**Score
6.3**

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.

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.

**Score
4.4**

0



10

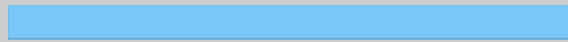
Social utility may not be Jean Dupont's most important motivating factor at work, yet it does appear to have a positive effect on his professional drive. It is likely that by carrying out work that enables him to help others and be useful to society, he will feel more stimulated and enthusiastic. However, this may not be the primary factor that he looks for when making choices related to his career.

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.

**Score
6.3**

0



10

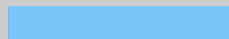
Developing others appears to be a motivating factor for Jean Dupont at work. Opportunities in his work to transmit his skills and knowledge to his colleagues may have a positive effect on his work drive. The ability to tutor and help less experienced co-workers may be something that he looks for in a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

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.

**Score
2.5**

0



10

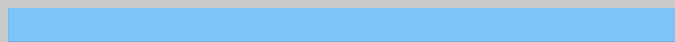
Having influence at work appears to be of some importance to Jean Dupont, yet it is not likely to have a significant impact on his professional motivation. It is likely that being able to make some significant decisions at work will have a positive effect on his work drive, yet it does not appear to be something that he needs in order to feel enthusiastic.

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.

**Score
7.5**

0



10

Being able to share his ideas in the workplace seems to be of importance to Jean Dupont. It is likely that by working in an environment where employers promote the contribution of employees' thoughts and viewpoints, he will feel more enthusiastic and stimulated in his tasks. Being encouraged to share his opinions and come up with new ideas is likely to have a positive effect on his work drive, and increase his contentment for his role.

Notes

