

This report was generated for

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MQ-R REPORT

THE MOTIVATION QUESTIONNAIRE FOR PROFESSIONALS

MQ-R (Motivation Questionnaire Recruitment version)

Thank you for completing the MQ-R. By filling it out, you described some important aspects of your motivation. Your responses have been compared with responses from a large group of managers and knowledge workers, and this report highlights factors that differentiate your drive from others.

This report is based on your responses to the questionnaire items. The results provide insights into your motivation, with the purpose of increasing your vitality by better aligning your needs, beliefs, goals and actions. Another objective is to facilitate more satisfying employee-employer relations by addressing the topic of motivation in a positive, objective and systematic manner.

MQ-R does not include measures of capability, knowledge or job skills. Even though motivation is an important factor in predicting work performance, but MQ-R is not designed to be a single measure to derive conclusions about job-fit and work performance.

MQ-R combines elements of the classical motivation theories but with a fresh view and a practical approach. May you enjoy your report just as much as we enjoyed its development.

Motivation Profile Introduction

What is Motivation?

You can think of motivation as the mental energy that drives human behavior. At work, motivation is the fuel of performance. Motivation makes us come to our job every day, and motivation drives us to extend a high level of effort in order to accomplish our tasks. Motivation is a combination of mental forces such as needs, values and beliefs. In this report, we refer to them simply as needs.

We all share the same basic needs. For example, we all need to eat. But what we like to eat is different. How driven we are at work - and what drives us - is also different. The MQ-R (Motivation Questionnaire) is designed to help explore and understand the conditions that tend to increase or reduce your enthusiasm at work. Based on 15 needs - the most typical employee needs at work - this report outlines your motivation profile.

Hierarchy of Needs

The Motivation Profile (seen in full on the next page) is organized according to Maslows classic Hierarchy of Needs. When a need arises, emotional tension develops which directs and mobilizes the person towards the satisfaction of the need. The intensity of the effort demonstrated is a function of how strongly the need is felt.

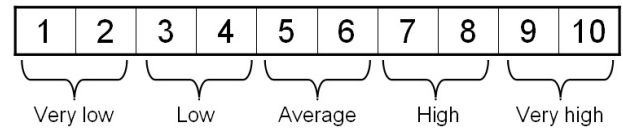
Maslow observed five levels of needs, with higher needs becoming increasingly important as the lower needs get satisfied. MQ does not include the first level, though it is provided here for completeness. The MQ version of the five levels is:

SELF-ACTUALIZATION: the desire for a fulfilling work and life
SELF-ESTEEM: the desire for status, position and success
SOCIAL: the desire for acceptance and recognition
SECURITY: the desire for job security
PHYSIOLOGICAL: basic life needs - air, drink, food, warmth, shelter, sleep, sex, etc. HRO MQ doesnt include this level.

Motivation Profile Your Current Needs

How to understand needs scores?

The needs scores show how important certain things are for you; and compared to other people, how much you are driven by each specific need.



The blue sign indicates the total score (the average of the normative part and the ranking). If the difference of the normative part and the ranking is greater than 2, then all three scores are displayed. Letter “n” shows the result of the normative part, letter “r” marks the ranking result.

SELF-ACTUALIZATION Needs			
Mission	To serve a good cause and the society	5	r 2 n 8
Excellence	To pursue high, internalized standards of excellence	7.5	
Learning	To gain skills and knowledge	6.5	
Achievement	To produce results	9.5	
Challenge	To experience the excitement of difficult tasks and stretch assignments	6.5	r 4 n 9
Joy of Work	To do what one likes to do and to enjoy the process of working	7.5	n 6 r 9
SELF-ESTEEM Needs			
Autonomy	To have a high degree of freedom in one's work	10	
Work-life balance	To have sufficient free time for family, friends and hobbies	7.5	
Environment	To work in a modern, well equipped, stylish environment	4.5	r 2 n 7
Power	To have formal power based on one's title and position	5.5	r 1 n 10
Status	To gain high respect and admiration from others	7	
SOCIAL Needs			
Recognition	To gain recognition from superiors	3	
Harmony	To be accepted by others and have harmonious relations	7	
SECURITY Needs			
Job security	To belong to a strong organization and to have long term guarantee for job	1	
Material	To get more material rewards: more money and benefits	8	n 6 r 10

Coaching Questions:

Is it a realistic picture of your needs and current focus? How do you feel about your profile? Is there a need that you have neglected? Is there a need which you want to focus on more?

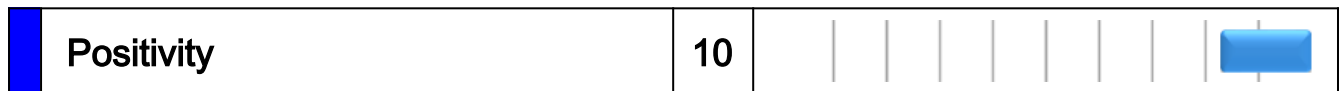
Positivity

Positivity: individuals with high Positivity tend to see their goals more clearly, are more enthusiastic, more cheerful and less affected by rejections, setbacks and difficulties. Positiveness is the mental habit and the ability to adjust ones attitudes in order to be motivated by more positive instead of negative emotional energy.

The source of **positive** energy is the attraction to anticipated *pleasure*. This could be hope about the future, excitement about your goals, and the belief that you deserve success. Positive energy also comes from appreciating the present, the here and now, the small pleasures of life. Typical positive emotions are joy, gratitude, excitement.

The source of **negative** motivational energy is the desire to avoid anticipated *pain*. For many of us, this comes in the form of worry about the future, fear of failure, fear of being abandoned, or the belief that we are not good enough. Typical negative emotions are worry, fear, regret; typical behavior is thinking and worrying about our problems.

We may be driven by attraction **towards** a desired outcome (positive emotions) or by trying to get **away** from problems (negative emotions). Both positive and negative motivational energy can be useful (both can drive us forward), though sustained happiness and success is most commonly observed where there is a large proportion or dominance of positive energy.



You can be proud of your excellent self-motivation skills. For sure, by now you understand that you need to maintain your motivation on a daily basis. Keep up the good job, and help others also to become good self-motivators.