



SYMBIOTICS

Motivation Questionnaire

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About this test:

This report provides feedback about the Motivation Drivers Questionnaire you recently completed. The questionnaire presents your results as 10 motivation drivers that can improve your performance in the working environment.

The 10 motivation drivers are:

Level of Activity	This motivation driver refers to the amount of energy you invest in work-related tasks and your ability to adapt and remain productive in pressured environments.
Competitiveness	This motivation driver refers to your drive to perform well in the workplace.
Affiliation	This motivation driver refers to your preference and ability to work in a team environment.
Power	This motivation driver refers to the level of influence and authority you exert in the workplace.
Locus of Control	This motivation driver refers to your ability to gain control of situations and impact task development and progression in the workplace.
Status	This motivation driver refers to your ambition and drive to achieve and progress within your workplace.
Material Reward	This motivation driver refers to the level material rewards can drive your focus and performance in the workplace.
Autonomy	This motivation driver refers to your preference and reaction to different management styles.
Intrinsic Interest	This motivation driver refers to your preference for structure and routine over ambiguity.
Involvement	This motivation driver refers to the level of focus and dedication you apply to your role.

Your result for each section will be expressed as a sten score, presented on a 1-10 scale. This score is pretty stable, however, the two shaded stens either side of your score indicate the range your score may fluctuate over time.

Your results are based upon statistics and therefore the higher your sten score the more likely you are to understand the motivation drivers and be driven by them in the workplace. However, as our reactions and behaviours are under our conscious control, you may not always display these behaviours as we can modify our actions dependent on the situation.

Comparison group:

To gain a full understanding of your performance on the test, your test score has been compared to that of a large group of individuals who have taken these tests in the past. This is known as a comparison group.

Interpreting stens:

Sten 1: stronger preference than about 1% of the comparison group

Sten 2: stronger preference than about 5% of the comparison group

Sten 3: stronger preference than about 10% of the comparison group

Sten 4: stronger preference than about 25% of the comparison group

Sten 5: stronger preference than about 40% of the comparison group

Sten 6: stronger preference than about 60% of the comparison group

Sten 7: stronger preference than about 75% of the comparison group

Sten 8: stronger preference than about 90% of the comparison group

Sten 9: stronger preference than about 95% of the comparison group

Sten 10: stronger preference than about 99% of the comparison group

Motivation Report

The word motivation stems from the Latin word "movere" which means to move. Your motivation level is what moves you to participate in an activity and it affects your desire to continue the activity.

Recently, exercise psychologists determined that identifying with the exercise is the primary motivator in beginning and continuing an exercise program. For example, a person who enjoys strength training makes it part of his/her life, trains regularly and feels good about what he/she is doing - he/she IDENTIFIES himself/herself as a weight trainer, a body builder or a strength trainer.

A secondary motivation is the GOAL. Losing weight, gaining endurance, gaining strength or winning a contest or award are all legitimate and common goals. A goal-oriented motivation is not considered as solid as an identification motivation, because once the short term goal is reached, people often become disinterested in their fitness programmes. Other smaller factors help too and can influence your motivation level. Such factors as time of day, freedom from other worries, ability to focus and general enjoyment are important. It is key to stay within your energy reserves, to focus inside yourself and to understand what is happening and why you are doing what you're doing. Evaluate and re-evaluate goals, keeping them realistic, but challenging.

A final thought - exercise psychologists claim that if you can stick with your programme for six continuous months, you have hurdled the biggest wall and are very likely to continue your programme long-term.

These factors are also true of activities other than exercise – your work, hobbies, life in general. This questionnaire helps you to understand what your key motivational drivers are, in the context of your work, so that you can maximise opportunities presented to you.

Motivation Drivers Results:



Driver	1	2	3	4	5	6	7	8	9	10	High Scorers
Level of Activity:											Readily invests energy, always on the move, pushes to get things done, moves and reacts quickly, thrives on time pressure, often working when others have given up.
Competitiveness:											Likes to do better than others, refers to how well or badly others are doing. Comparison with others causes action to be taken. Enjoys challenges and achieving targets.
Affiliation:											Positively attracted to working in a team and helping others. Enjoys team success and the benefits of mutual support. Becomes dysfunctional when confronted with conflict in the team or work group.
Power:											Enjoys exercising authority and needs to feel responsible. Becomes dysfunctional when there is no opportunity to be influential.
Locus of Control:											Behaves in a way which indicates a sense of control over events. Enjoys shaping events and does not see why others should determine the way things are.
Status:											Concerned with position relative to others and with the visible signs of achievement. Needs to be respected by others.
Material Reward:											Links success to salary, is motivated by perks and bonuses. Becomes dysfunctional when remuneration is perceived to be inequitable or low.
Autonomy:											Prefers to work without restraint by others. Enjoys setting own timescales, priorities and approach. Reacts badly to close supervision.
Intrinsic Interest:											Attracted towards new and varied work, motivation is directly linked to personal interest in the work. Can cope with ambiguity. Demotivated by routine.
Involvement:											Becomes highly involved with the work, puts in extended hours, sacrifices home life to the work at hand.

Level of Activity

Your score indicates that you are more inclined than many people to readily invest your mental and physical energy and always be on the move. You are more likely to push to get things done and move and react quickly to situations. You feel you are more likely to thrive on time pressure and will probably be found working when others have given up.

Competitiveness

You have reported that you are as likely as most people to enjoy doing better than others. You are likely to compare yourself to others and to respond to challenges. You are quite likely to enjoy achieving or beating targets, whether these are set by yourself or others. You come across as an individual who is as likely as most to enjoy a challenge and get involved as much for the opportunity to win as to play the game.

Affiliation

Your profile implies that you are somewhat more likely than most people to be positively attracted to working in a team. You enjoy helping others and team success. You feel you are more likely than most to enjoy the benefits of mutual support. You will probably become less effective when confronted with conflict in the team or work group and will take steps to restore a harmonious atmosphere, possibly at the expense of completing the task.

Power

Your responses suggest that you are less likely than most people to want to control other people and may often ask others to take over. You feel you become uncomfortable when forced to make decisions. You do not particularly enjoy exercising authority and prefer to be silent rather than influential in a group.

Locus of Control

You appear to be as likely as most people to behave in a way which indicates a sense of control over events. You feel you quite enjoy shaping events and are not likely to see why others should determine the way things are, or to leave things up to chance. You are quite likely to take charge of your own career progression.

Status

Your score indicates that you are less likely than many people to have time for the trappings of success. You feel you are not particularly concerned with your position relative to others. You may dislike deferential behaviours in others, whether this is aimed at you or someone else, feeling that people are equal.

Material Reward

Your results indicate you are somewhat less likely than most people to be concerned with salary and bonus arrangements. You feel that you do not become as motivated by the prospects of salary increases and perks as others. You are less likely than most people to link success at work to salary.

Autonomy

You are equally happy to have your work directed by others or to set your own timescales, priorities and approach. You are as likely as most people to involve others in your decision making, sometimes to validate your thoughts and sometimes to seek extra support.

Intrinsic Interest

The profile shows that you are less concerned with the nature of the work that you are doing than many people, being equally prepared to take on a range of tasks. You work in a more structured and measured way than many others, and occasionally find a more flexible work style frustrating. You can cope with routine and repetitive activities.

Involvement

Your responses suggest that you are somewhat more likely than many people to separate work from your home life, only occasionally allowing work to encroach into your personal time. You probably consider carefully how much you are prepared to sacrifice in terms of personal commitment, and will usually put your family commitments before work priorities.

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Resources to help you to develop your skills:

There are a range of factors that can help understand and develop self-motivation. Ideas and example resources are listed below:

One suggestion to help remain focused, organised and driven is to review resources about '**Emotional Intelligence**'.

Books that have been recommended are:

- The EQ Edge by Steven Stein and Howard Book
- Emotional Intelligence by Daniel Goldman
- Emotional Intelligence at work by Hendrie Weisinger
- Emotionally Intelligent Living by Geetu Bharwaney

In Addition, information on **Goal Setting** can help develop self-motivation. One potential resource is the 'skillsyouneed' website and their Personal Development book; but also try an Internet search for 'setting personal goals' to gain access to a variety of resources and processes to help remain focused and driven towards a target.

Developing **Resilience** can help self-motivation as it can help perseverance to achieve a goal when faced with barriers. Try an Internet search for 'developing resilience' to access a variety of resources and models to help develop understanding of resilience

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