



Sova Motivation: Practitioner Report

Sample Candidate

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Introduction

This report is based on the individual's responses to the Sova Motivation Questionnaire.

It provides information about how their responses suggest they are motivated by all factors in the Sova Motivation Model (shown below), as well as what the implications may be of their highest and lowest motivators. The report also touches on the ideal environment for this individual to thrive in the workplace based on their motivation profile.



Motivation Summary

This profile chart indicates the extent to which each area of the Sova Motivation model is likely to energise or engage this individual. This profile should be interpreted with an understanding of their role and the current and aspired culture of the organisation.





Recognition

Motivated by visibility, praise and public acknowledgement for achievements.



Making a Difference

Motivated by wider contributions to the organisation, society or cause.



Achievement

Motivated by achieving goals, overcoming challenges and competing with others.



Quality

Motivated by producing accurate, quality and timely work output.



Ethics

Motivated by maintaining high ethical standards, for self and organisation.



Commercial Value

Motivated by generating revenue and profit for the organisation.



Creativity

Motivated by innovation and seeing new opportunities to be creative.



Enjoyment

Motivated by enjoying work and having fun with colleagues.



Risk

Motivated by having the scope to take risks in their work.



Variety

Motivated by variety in their work, new varied approaches and change.



Learning

Motivated by opportunities for further development, training and learning new skills.



Curiosity

Motivated by finding out new information and solving novel problems.



Sova Motivation: Summary For All Motivators



Affiliation

The way Sample responded to the questionnaire suggests that they are less driven by social interaction with their colleagues, and as such, developing strong bonds and friendships at work is likely to be less important to them. Although they may see the value in building social relationships in order to achieve particular goals or objectives, it is likely that they prefer to establish and maintain some degree of professional distance from their colleagues. As a result, Sample is more likely to be energised by opportunities to work independently.



Customer Service

Sample's responses suggest that they are as motivated as most by the prospect of working in a customer-oriented role where they need to provide help and support to others. It seems they place some value on understanding and meeting customer needs, so long as this does not come at the expense of ensuring that their own needs and priorities can be met.



Work Life Balance

It seems Sample is highly invested in their work, and is prepared to put in long hours to achieve all that they need to deliver. Their motivation to invest considerable time and energy into their job may see them willingly making many sacrifices in other aspects of their life. They may also tend to take on fewer non-work commitments so that they can maintain a clear focus on their work and career.



People Development

Sample reports being strongly motivated to help and support others, and make an active contribution to people's ongoing development. It is likely that they will derive considerable enjoyment and satisfaction from guiding others through times of difficulty and doing whatever they can to help others overcome setbacks or challenges. As such, it is likely that they will proactively offer their support and assistance and do whatever they can to see others thrive.



Stability

Having a strong sense of security at work and is unlikely to be motivating for Sample. It is unlikely that they will be overly concerned with working in an industry or organisation that they view as being unstable. They are unlikely to place a lot of importance on the security of their current job tenure. They are also likely to be less concerned than most with having a huge amount of consistency and stability in their role.



Authority

Sample's responses to the questionnaire suggest that they strongly value being given the opportunity to take on more senior positions, and are highly motivated by opportunities for promotion. They also appear to be most driven when they can take on a leading role. As a result, they are likely to really enjoy roles where they have plenty of scope to set the direction to be taken, organise others to ensure the work gets done the way it should, and monitor outcomes.



Acquisition

Sample reports being less driven by financial success and reward than most other people. It is likely that they have relatively simple needs when it comes to possessions and the acquisition of wealth. As such, so long as their basic monetary needs are satisfactorily met, there are likely to be factors other than salary and benefits that are key to Sample's motivation and engagement at work.



Autonomy

Given their responses to the questionnaire, it seems Sample is not particularly motivated by having the freedom to make decisions about how to plan their time and organise their workload. Instead, they are more likely to be motivated when operating within an environment where predefined processes or structures determine how they work, or when others provide them with a clear sense of direction regarding how their work should be done.



Recognition

Sample reports being strongly motivated by public acknowledgement, praise and appreciation for their contributions and achievements. It is also important to them that they have the opportunity to work on activities or projects that are highly visible across the organisation so that others are aware of the work they do and value they add. Receiving positive feedback and praise for a job well done is significantly motivating for Sample and they are likely to feel disheartened if you feel that their contributions have gone unnoticed or unappreciated.



Making a Difference

It seems Sample is highly motivated by feeling that they can make a positive difference to others. It will be important that they are part of an organisation whose goals and purpose seem worthwhile to them, and that they can see how the work they do as an individual has a beneficial impact on society at large.



Achievement

Sample's responses to the questionnaire indicate they are reasonably energised by having well-defined and challenging goals or targets to work towards in their role. While they are likely to be somewhat motivated by having opportunities that challenge and professionally stretch them, there will probably be times when they are content to work on less demanding tasks. Additionally, it seems they enjoy some friendly competition with others in their work although they are unlikely to feel energised by having to work in an intensely competitive environment.



Quality

They report being relatively unmotivated by the notion of delivering high quality outcomes, and producing work that is line with both what they have promised and what is expected of them. Instead, it seems they are more likely to focus on getting the job done, even if this sometimes means that corners need to be cut or that certain details get overlooked in order to ensure successful tasks completion.



Ethics

The way Sample responded to the questionnaire suggests that they place little importance on the maintenance of high ethical standards for both themselves and any organisation they work for. It is likely that they will be prepared to push ethical boundaries if they feel that the end justifies the means, and will probably be reasonably comfortable in situations where they are required to do things at work that are not aligned with their own personal values and principles.



Commercial Value

It seems they are moderately driven by work that is commercially focused and contributes to the organisation's financial success. They are likely to find it somewhat motivating when they can see a link between what they do in their role and the organisation's bottom-line performance, although they may not be entirely comfortable if the emphasis on making money and profit is too great and takes precedence over other things that they regard as being important.



Creativity

It seems they are moderately motivated to exercise creativity at work in order to make a positive contribution to others and/or their organisation. They will likely think outside the box from time to time to generate new ideas and identify original solutions or ways of working. However, they are unlikely to go out of their way to find opportunities to be creative and will probably accept the fact that problems are sometimes best addressed via traditional, or well-known solutions.



Enjoyment

Their responses suggest that they strongly value working in an environment in which they enjoy the work that you do and also have fun working with their colleagues. They gain fulfilment from being able to express their playful side at work and subsequently being surrounded by colleagues that accept them for who they are. Sharing a sense of humour with colleagues is something that they also value, so they are likely to find that working in a light-hearted and laughter-filled environment is highly rewarding. If they spend an extensive amount of time at work completing tasks they do not enjoy, it is likely that the quality of their work may suffer due to the value they place on enjoyment in their work.



Risk

It seems they are highly motivated by being able to take risks in their work and face situations where there are no certain outcomes. They will be quite comfortable when making risky decisions, being prepared to take their chances and deal with whatever consequences eventuate. As such, they are likely to enjoy roles that offer scope to experience the excitement and adrenalin that stems from taking a risk and then waiting to see if it will pay off.



Variety

They report being moderately motivated to work in a role that offers some variety and the opportunity to work on different things. They are as likely as most people to enjoy turning their attention to diverse work requirements, although will probably also appreciate having some more familiar or routine tasks in the mix so that they have a degree of predictability over what they do from one day to the next. As such, they are likely to work at their best in a role that provides a good balance between variety and routine.



Learning

Based on Sample's pattern of responses to the questionnaire, it seems they are strongly driven by opportunities to learn and develop their expertise. They will feel most comfortable in an environment in which there is plenty of opportunity for ongoing training and development that supports them in acquiring new knowledge and mastering new skills. As such, they may lose interest in roles that offer little scope to develop their existing capabilities.



Curiosity

They report being strongly motivated to explore and discover new things. It seems they pursue experience for its own sake, and are likely to take a keen interest in a wide range of topics, situations and events. They tend to capitalise on opportunities to be exposed to novel experiences and new information, and will likely find it highly fulfilling to follow their own journey of exploration and discovery in relation to the things that capture their attention and interest. As such, they may quickly start to feel stale or uninspired in a role where they have little exposure to new facts, ideas, activities and experiences.

Sova Motivation - Implications

The text below summarises how this individual's motivations are likely to play out in their place of work.

This individual's top 3 motivations and implications of these.



Making a Difference

Motivated by wider contributions to the organisation, society or cause.

Having a genuine belief that the work they do benefits others in a positive way will be very important for Sample. They are likely to be motivated by the prospect of being able to help others, and are likely to feel somewhat uncomfortable if they cannot see a direct relationship between their work and the betterment of society.



Authority

Motivated by recognition of seniority, and exercising authority and control over others.

Having a clear sense of being in charge of people and resources, and being able to influence over key decisions and the way in things get done are likely to be very important for Sample. Situations or roles where there is insufficient seniority and scope to lead others are likely to be very challenging for them.



People Development

Motivated by helping others grow and develop.

Ongoing opportunities to actively support and nurture others and help shape their professional growth and development will be key to keeping Sample motivated and engaged. They will willingly set their own work objectives and priorities aside in order to lend a helping hand and assist others to reach their full potential.

This individual's lowest motivations and implications of these.



Quality

Motivated by producing accurate, quality and timely work output.

Sample is unlikely to thrive in a role where the quality of what they do is deemed the most important metric by which to measure their effort and success. The relentless pursuit of perfection is highly unlikely to motivate them, and they may find it frustrating if expected to focus on quality at the expense of other factors. As a result, they may need to be reminded of any quality standards they need to meet so they are clear about what will be expected of them.



Autonomy

Motivated by being able to organise own time and approach to work.

Too much latitude to determine their own priorities and shape their own work plan is likely to be somewhat challenging for Sample. They may be quick to lose motivation at work if required to develop structure or a schedule for themselves, and giving them freedom in how they complete their work may cause Sample to feel they are receiving insufficient direction or inadequate management.



Stability

Motivated by job security, organisational stability and consistency.

Clarity regarding the future of both their role and employment is unlikely to be important for Sample. They will not need a high degree of job security or stability in their role from one day to the next, and too much emphasis on job stability may even act as a demotivator.

Practitioner Report - Ideal Environment

This section of the report describes the ideal environment to nurture what naturally motivates this individual.

This individual is likely to thrive in environments which present the following:



Making a Difference

Will be most satisfied in environments that emphasise concern for people and encourage employees to undertake activities that benefit society and promote social justice.

A work culture that is concerned with staff morale and well-being.



Authority

Organisations where there is plenty of scope for career advancement into more senior and influential roles.

Working environments where they are well-known due to the high-profile nature of their role and the level of responsibility they have within the organisation.



People Development

Highly motivated by working environments that place value on people help each other to succeed and progress.

Likely to enjoy a working culture where a range of people are comfortable to and have the freedom to go to go to Sample for support and guidance, not just any direct reports they may have.

This individual is unlikely to respond enthusiastically in the following environments:



Quality

When they can work on things from a broad, content-driven perspective, and leave accuracy, visual appearance and quality control to other members of the team.

Working environments where sacrificing quality in order to meet timelines and volume or productivity targets will not be seen in a negative light.



Autonomy

Clearly defined ways that targeted goals and objectives need to be achieved.

A role where there is a natural or predetermined order and flow to the work that needs to be done so that there is little need for autonomous decisions making.



Stability

Too much consistency and stability could lead to boredom and disinterest.

Temporary, locum or contract-based roles, start-up organisations, and working in emerging industries are all likely to be highly appealing.