



# Motivation Questionnaire

Understanding what drives individuals in the workplace is key to understanding how engaged they will feel by a role or working context, helping you to retain talent and create the conditions for individuals to thrive. Research shows that employees who feel that their work is meaningful are more likely to:

- Perform better in role
- Stay Longer
- Show discretionary effort

- Have better well being
- Have improved work relationships

# Measuring motivation

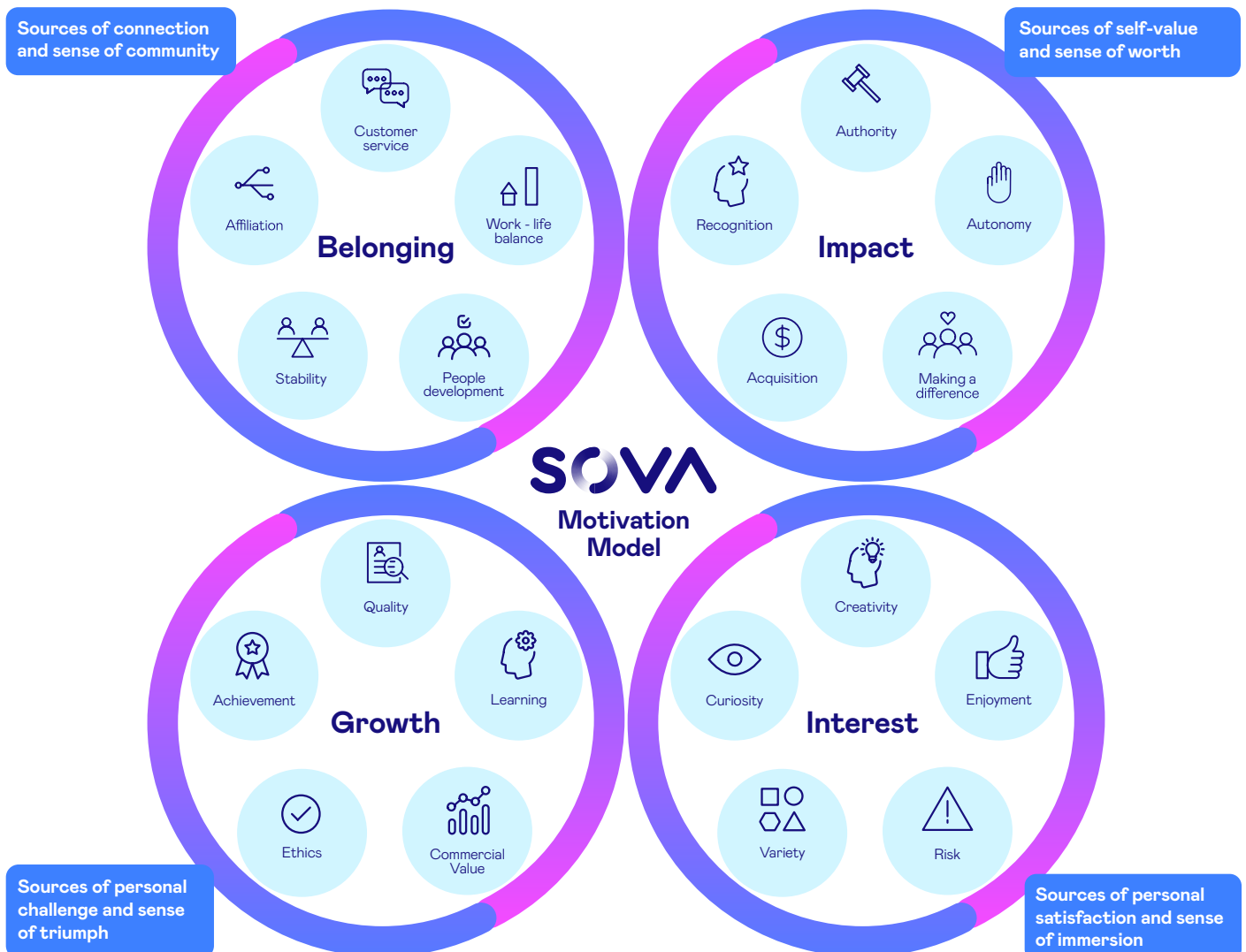
Knowing more about motivational drivers in the recruitment process can help when considering the organisation-person fit and whether the work environment will be ideal for the individual to thrive. Equally, understanding the motivators for existing employees is key to re-evaluating their role and environment for an existing employee.

Personality in the workplace relates to an individual's preferred way of behaving, thinking, and feeling. Whereas motivation is what drives an individual to behave in a certain way and reflects their aspirations and goals. The two together are very powerful in understanding both the 'how' and 'why' of behaviour at work.

The motivation questionnaire can also be used alongside other content from our assessment library to create a blended assessment and customised report, which is specific to the role and organisation.

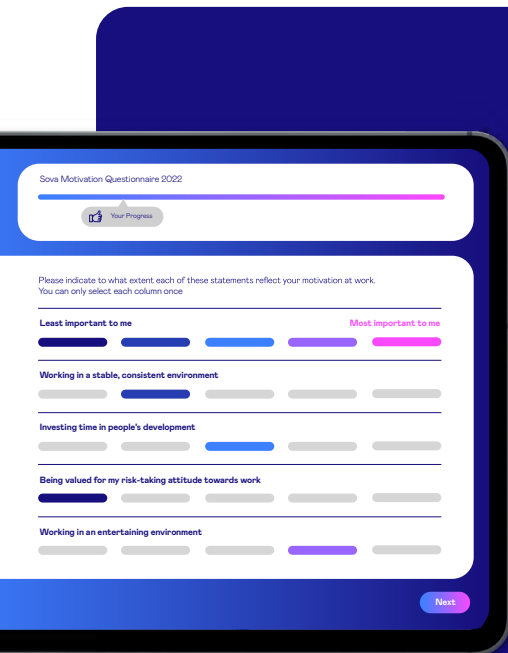
# The Motivation Model

Sova's model of motivation includes 4 domains of motivation and 20 motivating factors (5 factors under each domain).



# How does it work?

Candidates are presented with four statements and asked to rate each of the four statements from 'Least important to me' to 'Most important to me', using a forced choice 5-point scale, as depicted below. This 'forced choice' approach, also known as an ipsative approach, minimises some of the response biases that can occur with other scales.



## Reporting

Four reports are available to assist HR, line managers, and individuals, whether they are employees or candidates.

- **Practitioner report:** Includes scores across all 20 motivation factors, a summary for all motivators, implications of the top three and bottom three motivators, as well as a description of the ideal and least ideal work environment for the individual.
- **Manager report:** Includes how to work with and manage this individual and how their motivators affect their relationships at work.
- **Coaching report:** Designed for use by a professional coach, the report includes scores across all 20 motivation factors, upsides and downsides of key motivators, and suitable coaching questions.
- **Candidate report:** Includes 'your top 3 motivators' and descriptive overview of the scores on all 20 motivators.

### To find out more

about how our motivation questionnaire can help your organisation, please get in touch.

[info@sovaassessment.com](mailto:info@sovaassessment.com) · [www.sovaassessment.com](http://www.sovaassessment.com)

## Applying the Motivation Questionnaire and Reports

	Intended Application		Intended User		
	Selection	Development	Individual	Line Manager	Trained Practitioner
Practitioner Report	✓	✓			✓
Manager Report	✓	✓		✓	✓
Coaching Report		✓			✓
Candidate Report	✓	✓	✓	✓	✓