

Motivational Questionnaire

Assessment Fact Sheet

Overview

The Motivational Questionnaire (MQ) measures the extent to which an individual is motivated by aspects such as achievement and competition, recognition and personal growth, interest and flexibility and progression and status.

Job Family/Title	All
------------------	-----

Details

Average Testing Time (minutes)	25 minutes
--------------------------------	------------

Allowed Time (minutes)	Untimed
------------------------	---------

Maximum Number of Questions	144 questions
-----------------------------	---------------

Number of Sittings	One
--------------------	-----

Designed for Unproctored Environment	Yes
--------------------------------------	-----

Question Format	Rating Scale
-----------------	--------------

Product Category	Personality
------------------	-------------

Knowledge, Skills, Abilities and Competencies Measured

The Motivation Questionnaire helps you:

- Understand the link between individual motivation and employee engagement
- Identify and manage an individual's strongest motivators and demotivators
- Improve employee motivation and engagement

A number of reports are available for trained and untrained users:

The Profile Chart: Maps the individual's motivational drivers against a selected benchmark, and provides an indication of key motivators and demotivators. Designed for use by trained users.

The Employee Motivation Report: Ideal for use by line managers and those concerned with employees' performance and well-being, this report provides an in-depth and easy-to-understand evaluation of what motivates and demotivates an individual. It also offers a comprehensive list of tips and suggestions for managing the employee's strongest motivators and demotivators.

The Candidate Motivation Report: This report allows individuals completing the questionnaire to understand what drives their own motivation and can encourage them to take greater ownership of their development plans.

The Motivation Pack: The MQ Report pack consists of the Profile Chart, Employee Motivation Report and the Candidate Report and is a cost effective way of ensuring that your organisation takes a comprehensive approach to understanding what motivates its employees.

Example Questions

In this questionnaire you are presented with statements that describe a situation or a condition. Your task is to rate each statement as to how it would affect your motivation to work, that is, whether you would tend to work harder or less hard in that situation. You must rate the statements using the following options:

- greatly reduces my motivation to work.
- tends to reduce my motivation to work.
- has no effect on my motivation to work.
- tends to increase my motivation to work.
- greatly increases my motivation to work.

Being expected to take responsibility for tasks

