

Motivation questionnaire

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Introduction

Motivation, ability, competence and attitude provide the ingredients for job success. The Motivation Questionnaire (MQ) is designed to help you understand and explore the conditions that will tend to increase or reduce your enthusiasm and motivation at work. The MQ questionnaire also looks at how far these exist in your current job. This report describes your job motivation profile or style against twenty dimensions covering five motivation factors - Drive, Control, Challenge, Relationships and Rewards. Please bear the following points in mind as you consider the results from your assessment.

Your profile is based on what you have said about yourself through your responses to the questionnaire so that what we are measuring here is your own perception of what you are like and what you find motivating.

The results can be affected by your strategy for answering the questionnaire - whether this was conscious or unconscious - for example, whether you were very frank or whether you felt under pressure to convey a particular impression of what motivates you.

We present your results in one of three categories for each motivation area by comparing your responses against the responses of thousands of other people who have completed the questionnaire.

Remember that this assessment is intended to help you clarify your view of yourself and help you to develop and achieve personal growth. If you do not recognize yourself in the following pages, check what other people think by taking views from bosses, peers and direct reports.

The report provides a way of analyzing how your motivation style along with your personality and abilities may be influencing your current job performance. Use the results alongside your organization's competency framework to identify your strengths and areas where further development would improve your performance.

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In deciding where to put your development efforts, focus on one or two areas that are likely to have the biggest impact on your work performance. Set yourself specific learning goals for these development areas.

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Drive

The Drive factor covers four personality dimensions that can increase or reduce a person's motivation at work - Activity, Achievement, Competition and Fear of Failure. The Activity scale assesses how far being on the go and being busy all the time is important to you. The Achievement scale measures whether you are looking for a job that is testing, demanding and challenging. The Competition scale considers whether you are the type of person that thrives in a competitive environment where you have to put yourself forward to get your way and to get on in the organization. The Fear of Failure scale indicates whether you are motivated or demotivated by the possibility of screwing up in front of other people.

- **Activity**

You find that having a lot to do, being on the go and staying busy all the time increases your motivation to work. Your current job has busy and quiet periods but keeps you occupied a good deal of the time.

Motivational Quote #1

And what is a man without energy? Nothing - nothing at all.

- Mark Twain

- **Achievement**

Your preference is for a job that has testing job objectives, demanding responsibilities and constantly provides new challenges. Your current job appears to have a moderate degree of responsibility and challenge in it.

Motivational Quote #2

The roots of true achievement lie in the will to become the best that you can become.

- Harold Taylor

- **Competition**

You have indicated that having to compete against others to get on does not really affect your motivation. The culture of your current organization provides a very competitive environment.

Motivational Quote #3

Let me win, but if I cannot win, let me be brave in the attempt.

- Special Olympics Motto

- **Fear of Failure**

Fear of failure is the need to succeed in front of others and not let people down. You have said that the possibility of failing in front of other people reduces your motivation to work. In your current job, it seems there is some possibility to screw up in front of other people.

Motivational Quote #4

Our doubts are traitors, and make us lose the good we oft might win by fearing to attempt.

- William Shakespeare

Control

The Control factor covers another four motivational dimensions that can increase or reduce a person's enthusiasm and motivation - Power, Recognition, Status and Ethics. The Power scale assesses how far it is important to you to have power over other people. The Recognition scale measures whether the presence or absence of feedback and recognition for your personal contribution affects your motivation. The Status scale considers whether your position, standing and grade are important to you. The Ethics scale indicates whether you are motivated or demotivated by having to follow a code of professional and ethical standards.

- **Power**

You have said that being in charge, exercising control and having responsibility for people and resources does not affect your motivation. You have a degree of power over other people in your current job.

Motivational Quote #5

The sole advantage of power is that you can do more good.
- Baltasar Gracian

- **Recognition**

Acknowledgment by bosses and colleagues of your efforts, skills and competencies is an important motivating factor for you. You get a fair degree of recognition for your contribution from your present job.

Motivational Quote #6

Probably no greater honour can come to any man than the respect of his colleagues.
- Cary Grant

- **Status**

You get a fair degree of status from your current job but you say that deriving standing and feelings of importance from work and job seniority is not something that strongly motivates you.

Motivational Quote #7

A big man is one who makes us feel bigger when we are with him.

- John C. Maxwell

- **Ethics**

It is important to you to be able to work in accordance with ethical standards and personal principles. You are required to do this to some degree in your present job.

Motivational Quote #8

Right is right, even if everyone is against it; and wrong is wrong, even if everyone is for it.

- William Penn

Challenge

The Challenge factor covers a further four dimensions that can increase or reduce a person's enthusiasm, motivation and job satisfaction at work - Interest, Flexibility, Progression and Pressure. The Interest scale assesses how far it is important to you to be able to do interesting and varied work and express your creativity. The Flexibility scale looks at whether flexible bosses and working conditions are important to you. The Progression scale measures whether the presence or absence of opportunities for promotion and advancement affects your motivation. The Pressure scale indicates whether you thrive on or perform poorly when there is pressure and stress.

- **Interest**

You are looking for varied, stimulating and creative job objectives and work activities - that is, a job that allows you to express and develop your creative side. You get this to some degree from your current job.

Motivational Quote #9

There are painters who transform the sun to a yellow spot, but there are others who with the help of their art and their intelligence, transform a yellow spot into the sun.

- Pablo Picasso

- **Flexibility**

You find that accommodating bosses, hours and working conditions increase your motivation to work. You have a fair amount of these flexibilities in your current job.

Motivational Quote #10

Self-reliance is the only road to true freedom, and being one's own person is its ultimate reward.

- Patricia Sampson

- **Progression**

The opportunity to progress and continually advance to more senior positions is an important motivating factor for you. Happily, you have such opportunities to a fair degree in your current job.

Motivational Quote #11

Lord, grant that I may always desire more than I accomplish.

- Michelangelo

- **Pressure**

It seems that having competing priorities, tight deadlines and managing setbacks and stress does not affect your motivation to work. You have to handle a fair degree of pressure and stress in your current work.

Motivational Quote #12

You may not realize it when it happens, but a kick in the teeth may be the best thing in the world for you.

- Walt Disney

Relationships

The Relationships factor measures how far different aspects of the people side of work affect your drive - Teamwork, Management, Customers and Business. The Teamwork scale assesses whether you prefer to work alone or as part of a team. The Management scale looks at whether you enjoy managing people. The Customers scale measures whether the presence or absence of customer contact affects your motivation. The Business scale indicates whether you have a preference for the type of organization you work in.

- **Teamwork**

You appear to find it easier to work on your own rather than as a member of a team. Contrary to your preferences, teamwork is a feature of your current job.

Motivational Quote #13

Individual commitment to a group effort - that is what makes a team work, a company work, a society work, a civilization work.

- Vincent Lombardi

- **Management**

You find having to manage people a chore that you would prefer not to have to do. You have some managerial responsibilities in your current job.

Motivational Quote #14

The great leaders are like the best conductors - they reach beyond the notes to find the magic in the players.

- Blaine Lee

- **Customers**

You say that the client end of the job does not strongly impact on your motivation either positively or negatively. You have a degree of customer contact in your current job.

Motivational Quote #15

To satisfy our customers' needs, we'll give them what they want, not what we want to give them.

- Steve James

- **Business**

Your responses indicate that you prefer to work in a dynamic business/commercial environment rather than the public sector. Your current job is in this sort of environment.

Motivational Quote #16

You have to have your heart in the business and the business in your heart.

- Thomas J. Watson

Rewards

The Rewards factor measures the motivating impact of the rewards and opportunities work provides - Remuneration, Job Security, Autonomy and Growth. The Remuneration scale assesses how far money is important to you. The Job Security scale looks at how important having a secure job is to you. The Autonomy scale measures whether freedom and discretion motivate you, and the Growth scale indicates whether you value the opportunity to acquire new knowledge and skills.

- **Remuneration**

You have said that your motivation is increased when your earnings are related to job performance. Your pay in your current job appears to take some account of your performance.

Motivational Quote #17

Happiness is not in the mere possession of money; it lies in the joy of achievement, in the thrill of creative effort.

- Franklin D. Roosevelt

- **Job Security**

You have indicated that your motivation levels are not influenced by the presence or absence of job security. You feel pretty secure in your current job.

Motivational Quote #18

Take a chance! All life is a chance. The man who goes the furthest is generally the one who is willing to do and dare. The 'sure thing' boat never gets far from shore.

- Dale Carnegie

- **Autonomy**

You have said that freedom and discretion to decide how to carry out work increases your motivation. You have a high degree of autonomy in your current position.

Motivational Quote #19

Give me the liberty to know, to utter, and to argue freely according to conscience, above all liberties.

- John Milton

- **Growth**

You are motivated by jobs that provide opportunities to acquire new knowledge and skills thereby helping you to reach personal potential. Your current post provides such development opportunities.

Motivational Quote #20

Man is a goal-seeking animal. His life only has meaning if he is reaching out and striving for his goals.

- Aristotle

Motivation Questionnaire												
John Smith												
Lower			Average				Higher				Motivation Dimension	
1	2	3	4	5	6	7	8	9	10			
-	-	<	●	>	-	-	-	-	-	-	Activity : Having a lot to do, being on the go, staying busy all the time.	Drive
-	-	-	-	<	●	>	-	-	-	-	Achievement : Testing job objectives, demanding responsibilities, new challenges.	
-	-	-	<	○	>	-	●	>	-	-	Competition : Working in a competitive environment, striving to be the best, wanting	
-	-	<	○	>	●	>	-	-	-	-	Fear of Failure : Not wanting to let self and others down, being able to prove others	
-	-	<	●	>	-	-	-	-	-	-	Power : Being in charge, exercising control, having responsibility for people and	Control
-	-	-	-	<	●	>	-	-	-	-	Recognition : Acknowledgment by bosses and colleagues of efforts, skills and competencies.	
-	-	-	-	<	●	>	-	-	-	-	Status : Deriving standing and feelings of importance from work and job seniority.	
-	-	-	-	<	●	>	-	-	-	-	Ethics : Working in accordance with ethical standards and personal principles.	
-	-	-	-	<	●	>	-	-	-	-	Interest : Varied, stimulating and creative job objectives and work activities.	Challenge
-	-	-	-	<	●	>	-	-	-	-	Flexibility : Accommodating bosses, hours and working conditions.	
-	-	-	-	<	●	>	-	-	-	-	Progression : Opportunity to continually advance to more senior positions.	
-	-	<	●	>	-	-	-	-	-	-	Pressure : Handling competing priorities, facing tight deadlines, managing setbacks	
-	-	<	○	>	-	-	●	>	-	-	Teamwork : Operating as part of a team rather than as an individual contributor.	Relationships
-	-	<	●	>	-	-	-	-	-	-	Management : Supervising other people's tasks, performance and personal	
-	-	<	●	>	-	-	-	-	-	-	Customers : Dealing directly with customers and suppliers, handling problems and	
-	-	<	●	>	-	-	-	-	-	-	Business : Working in the business sector rather than public service.	
-	-	<	●	>	-	-	-	-	-	-	Remuneration : Opportunity to boost earnings related to job performance.	Rewards
-	-	-	-	<	○	>	●	>	-	-	Job Security : Secure, permanent and reliable job position.	
-	-	-	-	<	○	>	●	>	-	-	Autonomy : Freedom and discretion to decide how to carry out work.	
-	-	-	-	<	○	>	●	>	-	-	Growth : Opportunities to acquire new knowledge and skills, reach personal	

● = present in current job, ○ = motivating / demotivating