

Motive Questionnaire



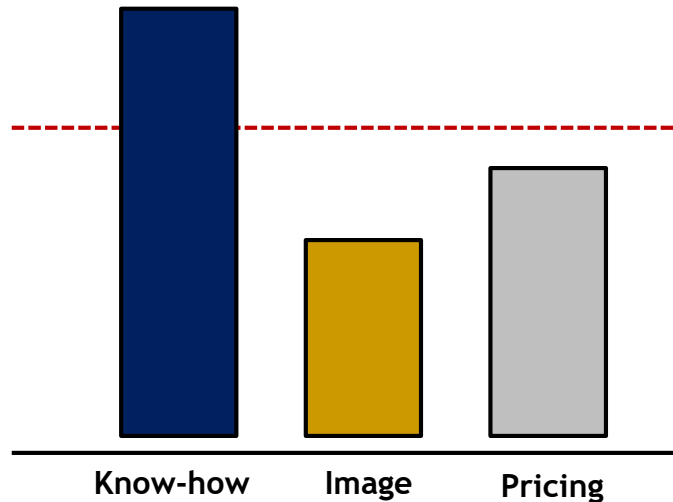
MO

Motive Questionnaire (MQ)

“Do they have the right motivation to go the extra mile for the company?”

Career Motives are values that drive career decisions despite one's behavioural tendencies, skills or potentials. These values differentiate one's willingness to excel in a job and they change with family life cycle. Hann's MQ translates these motives into two outputs that will help organisations tailor their talent attraction & retention strategies:

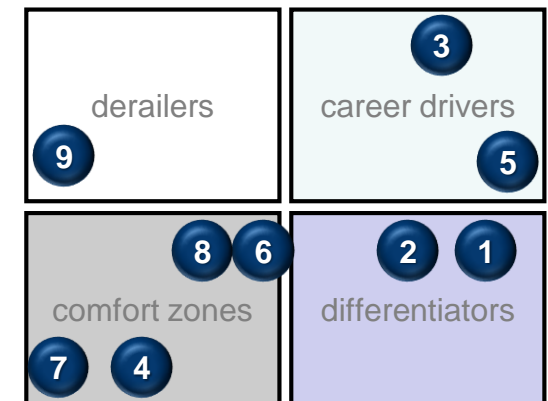
Employee Preference



Employee Preference refers to 3 superior factors a person seeks in another employer when considering leaving the present one. They are Know-how, Image & Pricing.

Career Motives Map

1. Achievement
2. Recognition
3. Principles
4. Personal Growth
5. Material Rewards
6. Social Interests
7. Security
8. Power
9. Flexibility



Career Motives Map examines 9 factors that a person typically seeks to stay on a job. However, the impact these factors have on one's willingness to excel in a job differs from individual to individual.

Career Motives Map

Career Motives Map analyses the different impact a motivation factor has on an individual. These varying impacts are described as Career Drivers, Derailers, Differentiators and Comfort Zones.

1. Achievement
2. Recognition
3. Principles
4. Personal Growth
5. Material Rewards
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Derailers

Factors which do not produce encouragement when granted but can cause great resentment when restrained.

Career Drivers

Factors which one would work hard to acquire & would try equally hard to maintain.

Comfort Zones

Factors which are either already fulfilled or factors which are rather assured at this point in time.

Differentiators

Factors that do not cause significant resentment when not fulfilled but generate additional motivation to work harder when granted.

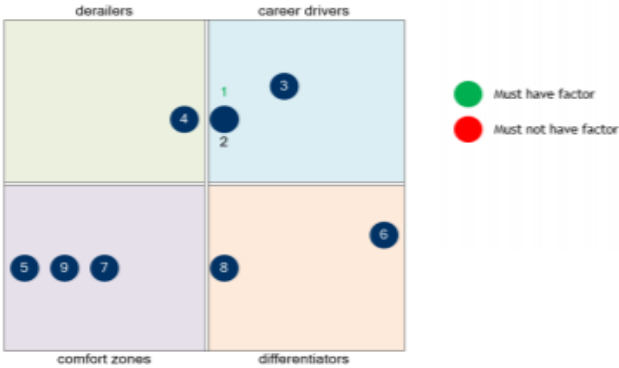
MQ Sample Reports

Individual Report & Human-Job Match

Name: Vivian Valencia
IC / Passport / CTS: A6666666
Age: 38

Gender: F
Nomination Company: SAT Global
Contact: 02-1234 5678

MQ Factors	Must Have In the Quadrant	Must not Have In the Quadrant
Achievement	Career Drivers	-
Social Interests	Career Drivers	-
Power	-	Comfort Zones
Principles	-	Comfort Zones
Matching Scores	75% matching to the Job MQ	

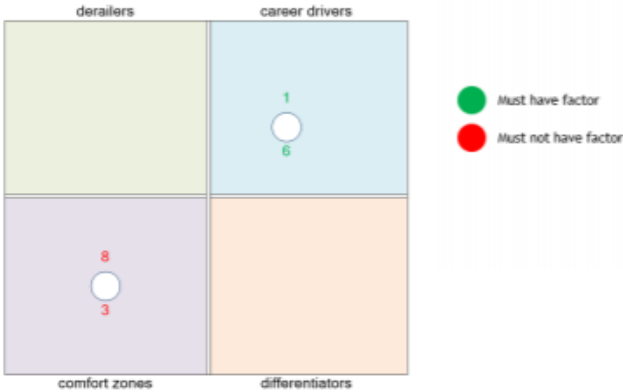


Descriptions of Motives Questionnaires Factors

- Achievement**
Needs to achieve targets & overcome challenges. Gets demotivated with conventional assignments.
- Recognition**
Likes to have good work noticed and achievements recognized. Gets demotivated without support or significant affiliation.
- Principles**
Needs to feel that the organization is sound. Gets demotivated when ethical standards are compromised.
- Personal Growth**
Seeks opportunities to learn new skills. Gets bored with familiar tasks.
- Material Reward**
Links cash, salary & bonus to success. Gets demotivated when remuneration is perceived as poor or unfair.
- Social Interests**
Passion to encourage & help others to grow. Feels uneasy when doing things for selfish gain.
- Security**
Needs employment security & financial safety. Gets distressed with inconsistent income or temporary jobs.
- Power**
Wants to be given responsibility & authority. Gets restless when being controlled or restricted.
- Flexibility**
Seeks a work environment that allows free-will without imposed structure or rules. Resents a strict routine & mental obligations.

Ideal Job Profile

MQ Factors	Must Have In the Quadrant	Must not Have In the Quadrant
Achievement	Career Drivers	-
Social Interests	Career Drivers	-
Power	-	Comfort Zones
Principles	-	Comfort Zones
Matching Scores		

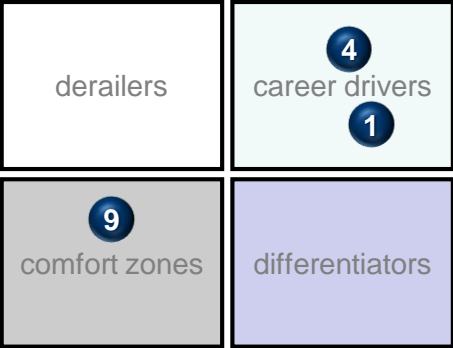


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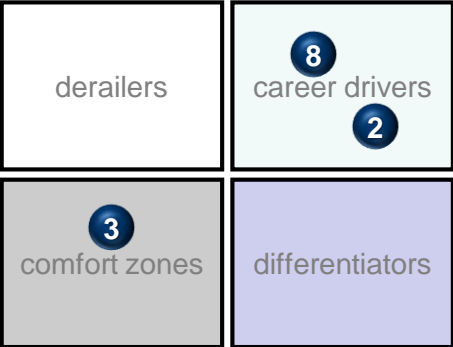
MQ Sample Profiles and Sample Questions

A typical Workaholic

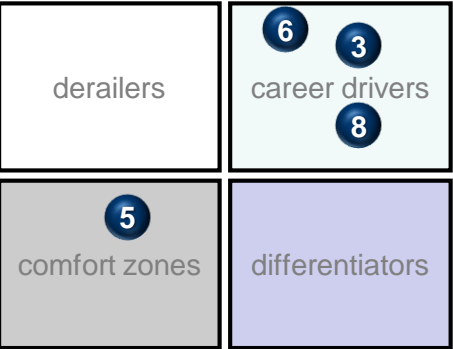


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A shrewd Politician



A modern Robinhood



Questionnaire 1 - Most fulfilment at work

- Achieve high targets & complete difficult tasks. ☒
- Chances to stand out & be noticed. ☐
- Passion to solve human & community problems. ☒

Questionnaire 2 - Most resentment at work

- Violation of work values, ethic & professionalism. ☒
- No opportunities to help others. ☒
- Structured environment & well enforced rules ☐

Total Questions: 24

Test Duration: 15 minutes

bringing life to business

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