

A large, white, stylized graphic of a person's head and shoulders is centered on the left side of the page. The head is a simple circle, and the torso is a rounded shape with a vertical slot cut out, also containing a circle. The background is a solid, vibrant green.

Motivational Profile Sam Sample

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Section 1: Overview

This report presents the results of an assessment measuring how motivating you find various work motivational characteristics. Understanding the work motivational characteristics, you find more, and less motivating is important because this insight helps define the type of:

- day-to-day activities you enjoy
- management you best respond to
- team you like to work in, and
- organisation you would like to work for.

The results presented in this report provide a valuable source of information. An in-depth understanding of the things that motivate you at work can help you define your ideal job. The more your work involves the motivational characteristics you find motivating the more likely you are to:

- experience high levels of enjoyment and satisfaction
- perform at your best
- achieve success, and
- build high quality relationships with others.

How can the information contained in this report be used?

The information contained in this report can be used in a number of different ways depending on the situation. For example:

Career Guidance. If you are looking for new or different work discuss your results with a recruitment consultant, career counsellor or human resource professional to identify your ideal role, manager, team and organisation.

Improve Job Performance. If you are looking to achieve greater satisfaction and success in your present role, use your results to identify motivational characteristics that may and may not currently exist in your work. Form strategies to minimise characteristics you find least motivating, better cope with characteristics you cannot eliminate and maximise motivating characteristics.

Increase Relationship Satisfaction. If you are looking to achieve better relationships with those you work with, discuss your results with others to create greater understanding and dialogue about your most and least motivating work characteristics.

Section 2: What has been measured

The Genos Motivational Assessment measures how motivating you find various work motivational characteristics located in four areas. These areas are shown in the diagram below:



How have the results been determined?

Your responses to the questions in the assessment have been summed up and averaged to determine a score for each motivational characteristic presented. Scores range from -3 to +3 and are placed into three colour coded categories that define whether the characteristic is most motivating, neutral or least motivating.

Score Range	Category Description
+1.00 to +3.00	Most Motivating: You are most motivated by these types of job characteristics. The existence of these characteristics in your work is likely to result in high levels of enjoyment and satisfaction.
-0.99 to +0.99	Neutral: You are neither motivated nor de-motivated by these types of job characteristics. The existence of these characteristics in your work is not likely to be either motivating or de-motivating.
-1.00 to -3.00	Least Motivating: You are least motivated by these types of job characteristics. Too many of these characteristics in your work may impede your enjoyment and performance.

Section 3: The motivational profiles

Your role motivational profile

Role motivational characteristics are related to day-to-day tasks and activities. For example, some people are motivated by working with computers and technology while others find working with customers more motivating. Your role motivational profile describes how motivating you find 15 different role-motivational characteristics. The profile describes the type of activities that you are most to least motivated by in this context. Use your role motivational profile to help describe your ideal role.

Your management motivational profile

Management motivational characteristics are related to different management styles. For example, some people are motivated by a directive management style while others find a more coaching and mentoring style more motivating. Your management motivational profile describes how motivating you find 10 different management characteristics. The profile describes the type of management characteristics that you are most to least motivated by. Use your management motivational profile to help describe your ideal type of management.

Your team motivational profile

Team motivational characteristics are related to team preferences, styles and behaviours. For example, some people are highly motivated by 'camaraderie', a characteristic that defines a team where there is a high degree of friendship and trust amongst its people. Your team motivational profile describes how motivating you find 10 different team motivational characteristics. Use this profile to help describe the type of team you would work best with.

Your organisation motivational profile

Organisation motivational characteristics describe different motivational facets that organisations offer. Some organisations offer high levels of remuneration in comparison to industry standards, while others offer greater work-life balance. Your organisation motivational profile describes how motivating you find 10 different organisation motivational characteristics. Use this profile to help describe the type of organisation within which you would ideally like to work.

Section 4: Your results

Role Motivational Profile

Score	Characteristics	You are most motivated by work that involves ...
2.7	Variety	having a wide variety of multiple tasks on the go at any one time. Performing routine tasks or a small number of related tasks all the time may de-motivate you at work.
2.0	Contribution	making a contribution to society. You may be motivated by work that involves helping disadvantaged people or activities that help clean up the environment.
2.0	Protect	monitoring and enforcing rules and regulations. Work that involves monitoring others and/or protecting the rights of others may be motivating for you.
2.0	Design	aesthetic design and creation. You may find the creation of new things and the design of the look and feel of products motivating work roles.
2.0	Decision-Making	decision-making responsibilities. You may find a role that does not provide frequent decision-making opportunities de-motivating.
2.0	Influence	influencing different stakeholders. You may be motivated by work that involves having to convince others of ideas and/or strategies.
1.7	Customer Interaction	dealing with customers and providing customer service. You may find work that involves assisting customers in need motivating.
1.3	Technology	using new and leading-edge technology. You likely find working with specialised software applications motivating.
1.3	Importance	completing tasks that are of high importance and status to the business. You may also be motivated by roles that involve positional power.
1.0	Intellectual Stimulation	dealing with complex, intellectually challenging tasks. You are likely motivated by work that involves generating solutions and ideas to complicated problems.
1.0	Employment Flexibility	varying or non-structured working hours. You may be motivated by working in a flexible work environment, so long as the work gets done.

Score	Characteristics	You are neither motivated nor de-motivated by work that involves ...
0.3	Systems & Processes	clear work systems, processes and structure. Role characteristics relevant to systems and processes are not particularly motivating or de-motivating for you.
0.0	Finance	dealing working with financial information. You may be just as satisfied managing a budget and reporting financial information yourself or leaving that responsibility to others.
-0.3	Pace	meeting tight deadlines, working under pressure and at a fast pace. You may prefer to have some balance, that is, times when it is really busy and times when the pace of work is more relaxed.

Score	Characteristics	You are least motivated by work that involves ...
-3.0	Interpersonal Interaction	interpersonal interaction. You may prefer a job that involves a considerable amount of time working on your own.

Section 4: Your results

Management Motivational Profile

Score	Characteristics	You are most motivated by management that ...
2.0	Specialist	has specialist education and a high degree of technical knowledge in the role they are performing. You may be motivated by managers who are willing to share specialised, industry-based knowledge with employees.
2.0	Performance-Oriented	monitors and rewards performance against set goals. You may also be motivated by management that highlights mistakes to help people meet performance standards.
1.0	Empowering	encourages independent action and development. Managers who encourage independent action, teamwork, self-development, and goal setting may be particularly motivating for you.

Score	Characteristics	You are neither motivated nor de-motivated by management that ...
-0.3	People-Oriented	has a focus on interacting with employees. You may be just as satisfied with a more directive, less personal style of management, as you are with management that has strong interest in employees' feelings.
-0.3	Networker	has a large number of industry contacts. You may not hold a particular motivational preference with respect management that is likely to introduce employees to several industry contacts or that builds relationships between departments within the organisation.
-0.7	Implementer	encourages the implementation/completion of existing procedures/work. You may not hold a particular motivational preference with respect management that encourages the adoption of existing procedures.

Score	Characteristics	You are least motivated by management that ...
-1.7	Decisiveness	makes decisions quickly, without necessarily consulting widely. You may prefer to work with management that is less authoritarian in their decision-making style, management that makes decisions by gaining the perspective of others.
-2.7	Competitive	promotes high performance. You may prefer to avoid working for a manager that has a primary focus on achieving high performance goals.
-2.7	Rotating Management	regularly rotates from shift to shift. You may prefer a role where you are working with the same manager for a considerable period of time.
-3.0	Directive Leadership	provides instructions and assigns goals. You may prefer management that coaches you on how to get work done rather than a more directive style.

Section 4: Your results

Team Motivational Profile

Score	Characteristics	You are most motivated by ...
3.0	Norms	working in a team where there are established team values and behaviours. You may be de-motivated by a team environment where people are free to behave how they like and express their own values no matter what they are.
2.7	Organising/Planning	a team where work is well organised and planned. You may be motivated by a team that has clear priorities and that holds formal meetings to set goals and priorities.
1.7	Support	a supportive team environment where people are concerned for each other's development and ask other team members how they can help. You may find a more competitive team environment de-motivating.
1.0	Inclusive	working with team members who consult with others during the decision-making process. You may also be motivated by a team that only moves forward once the vast majority of team members agree on a decision.

Score	Characteristics	You are neither motivated nor de-motivated by ...
0.7	Purpose	a team environment where team members seek to gain a fundamental understanding of their work. You may be just as satisfied working in a team where team members spend appreciable time understanding the details of how things work, as you are a team that is focused simply on getting the work done.
0.7	Camaraderie	a team environment that is collegial and collaborative with friendly working relationships. You may be just as satisfied working in a more serious, traditional team, where people are focused primarily on getting things done.

Score	Characteristics	You are least motivated by ...
-2.0	Quality and Output	working in a team that is focused on achieving a high standard and amount of work. You may prefer working in a more relaxed team environment where there is a focus on things other than the amount and quality of work being produced.
-2.3	Rotating Teams	working in a role where the team members you work with constantly change. You may prefer working in a more established team environment, where you work with the same people most of the time.
-3.0	Achievement-Oriented	working in a team that is ambitious and high performing. You may prefer working in a more relaxed team environment where there is a focus on maintaining a balance between work and fun.
-3.0	Virtual Teams	working with team members who are based in different geographical locations and most meetings occur via telephone or other electronic means. You may prefer working with team members in person on a regular basis.

Section 4: Your results

Organisation Motivational Profile

Score	Characteristics	You are most motivated by ...
2.3	Social Responsibility	working for an organisation that has a serious concern for and commitment to environmental sustainability and social responsibility initiatives (e.g., contributing to charities and sponsoring important community events). You may find working for an organisation that is highly focused on profits de-motivating.
1.3	Thought Leader	an organisation that is a leader in the development of new methods and approaches to doing business. You may also be motivated by an organisation that educates the broader industry about emerging trends.
1.3	Experimental	an organisation that is interested in testing non-conventional methods of doing business. That might even involve testing alternative methods without any specified business outcome in mind.
1.3	People Culture	a people-oriented organisational culture. A culture that promotes employee engagement, staff relationships and interdepartmental cooperation. You may find an organisation that lacks this type of culture de-motivating.

Score	Characteristics	You are neither motivated nor de-motivated by ...
-0.3	Bureaucracy	working within an organisation that has established policies and procedures. You may be just as satisfied working in an organisation that requires due process to be completed at all times, as an organisation that allows employees to bend the rules to get the job done.
-0.7	Improvisation	an organisation that acts in the moment and in response to the stimulus of an organisation's immediate environment. You may be just as satisfied working in an organisation that provides employees with established procedures to complete tasks successfully.

Score	Characteristics	You are least motivated by ...
-1.0	Multi-Faceted	working for an organisation that has multiple units that engage in different types of work. You may be more motivated to work in an organisation that conducts business within one highly specialised area.
-1.3	Structure	an organisation that has clear levels of management and authority. You may prefer working in a smaller organisation that has a relatively flat structure of positions with few layers of management.
-2.7	Competitive	working for an organisation that has a focus on growth, profit and competitiveness. You may prefer to work for a government or not-for-profit organisation.
-3.0	Remuneration	high levels of remuneration and benefits. You may be more motivated by things like job security and work-life balance.

Section 5: Your ideal job profile

The table below summarises your Motivational Assessment results to describe your ideal job.

Your ideal role involves ...	Your ideal management ...
<ul style="list-style-type: none">• having a wide variety of multiple tasks on the go at any one time.• making a contribution to society.• monitoring and enforcing rules and regulations	<ul style="list-style-type: none">• has specialist education and a high degree of technical knowledge in the role they are performing.• monitors and rewards performance against set goals and highlights mistakes to help people meet standards.• encourages independent action and development.
Your ideal team is one where ...	Your ideal organisation ...
<ul style="list-style-type: none">• There are established team values and behaviours.• work is well organised and planned.• where people are concerned for each other's development and ask other team members how they can help.	<ul style="list-style-type: none">• has a serious concern for and commitment to environmental sustainability and social responsibility initiatives.• is a leader in the development of new methods and approaches to doing business.• is interested in testing non-conventional methods of doing business.

Action Plan Notes:



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This report presents the results of a Motivational Profile assessment that reflects the type of motivational characteristics someone feels more and less motivated by. The information contained is sensitive, private and confidential. Every effort should be made to ensure that this report is stored in a secure place, provided only to the intended recipient(s) and used only for its express purpose. The assessment and report are based on sound scientific theory, research and validation; however, Genos Pty Ltd makes no warranties regarding the accuracy or reliability of the same. No advice or information obtained from any of the same, whether written or oral, shall create any warranty not expressly stated.

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