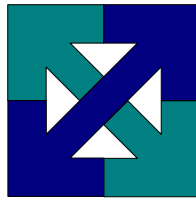


Motivation Questionnaire

INTERPRETED REPORT

Ms Sample

21 October 2008



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Introduction

The Motivation Questionnaire is a self report questionnaire designed to identify the situations and events that influence a person's motivation to work. The results provide an indication of the sources and amount of Ms Sample's energy and drive as well as the factors in the work context which are likely to have a strong positive or negative impact on her motivation.

Main Sources of Drive and Energy

Competition with others is a strong source of motivational energy for Ms Sample and the drive to outperform others is likely to spur her to greater effort. Ms Sample thrives on pressure of work and tight deadlines and she appears to be an individual who likes to be constantly on the go. Ms Sample responds well to stretching targets and challenges. The need to overcome difficulties could well increase her investment of motivational energy in a task.

Situations with considerable impact on Ms Sample's Motivation

Scale	Motivators	Demotivators
Level of Activity	Working under pressure at a fast pace	Leisurely pace of work, No deadlines
Achievement	Challenging targets, Overcoming difficulties	Easy objectives, Undemanding work
Competition	Competitive environment	Little opportunity to compare her performance with that of others
Power	Responsibility, Influence, Authority	Lack of responsibility, No input in decision making
Commercial Outlook	Commercial activity, Creating wealth	Working to non-commercial objectives
Recognition	Acknowledgement and praise for her achievements	Lack of recognition, Work and effort unnoticed
Material Reward	Good level of pay and benefits	Modest or unfair remuneration
Progression	Prospects for career advancement	Slow progression, Unfair promotion decisions
Status	Being accorded respect befitting her position	Lack of respect or appropriate status differentiation



Situations with moderate impact on Ms Sample's Motivation

Scale	Motivators	Demotivators
Immersion	Time for outside activities and home life	Excessive demands on her time
Ease and Security	Secure or congenial conditions	Insecurity or discomfort
Personal Growth	Opportunities for personal growth	No opportunities to learn
Autonomy	Control of her own approach to work	Very close supervision, Lack of autonomy

Situations with little or no impact on Ms Sample's Motivation

Scale	Factors
Fear of Failure	Prospect of failure
Affiliation	Contact with other people at work
Personal Principles	Need to take a pragmatic view on ethical issues
Interest	Variety and interest value of work
Flexibility	Degree of structure in tasks



About The Report

This report was generated using SHLsolutions.com. It includes information from the Motivation Questionnaire (MQ.M5). The use of this questionnaire is limited to those people who have received specialist training in its use and interpretation.

The report herein is generated from the results of a questionnaire answered by the respondent(s) and substantially reflects the answers made by them. Due consideration must be given to the subjective nature of questionnaire-based ratings in the interpretation of this data. This report has been generated electronically - the user of the software can make amendments and additions to the text of the report.

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