



Sova Motivation Questionnaire

Understanding what drives individuals in the workplace is key to organisational fit and retaining talent. If managers know what motivates their team, they can optimise the work environment. Research shows that employees who feel that their work is meaningful are more likely to:

- Perform better in role
- Stay longer
- Go above and beyond their responsibilities and scope to support wider organisational functioning
- Have better physical and mental health
- Have better relationships with colleagues and managers
- Take less absent days

Measuring motivation

Knowing more about motivational drivers in the recruitment process can help when considering the organisation-person fit and whether the work environment will be ideal for the individual to thrive. Equally, understanding the motivators for existing employees is key to re-evaluating a role and environment for an existing employee.

Personality in the workplace relates to an individual’s preferred way of behaving, thinking, and feeling. Whereas motivation is what drives an individual to behave in a certain way and reflects their aspirations and goals. The two together are very powerful in understanding both the ‘how’ and ‘why’ of behaviour at work.

The Motivation Questionnaire (MQ) can be used alongside other content from our assessment library to create a blended assessment and customised report, which is specific to the role and organisation, or as a standalone ‘off-the-shelf’ assessment tool.

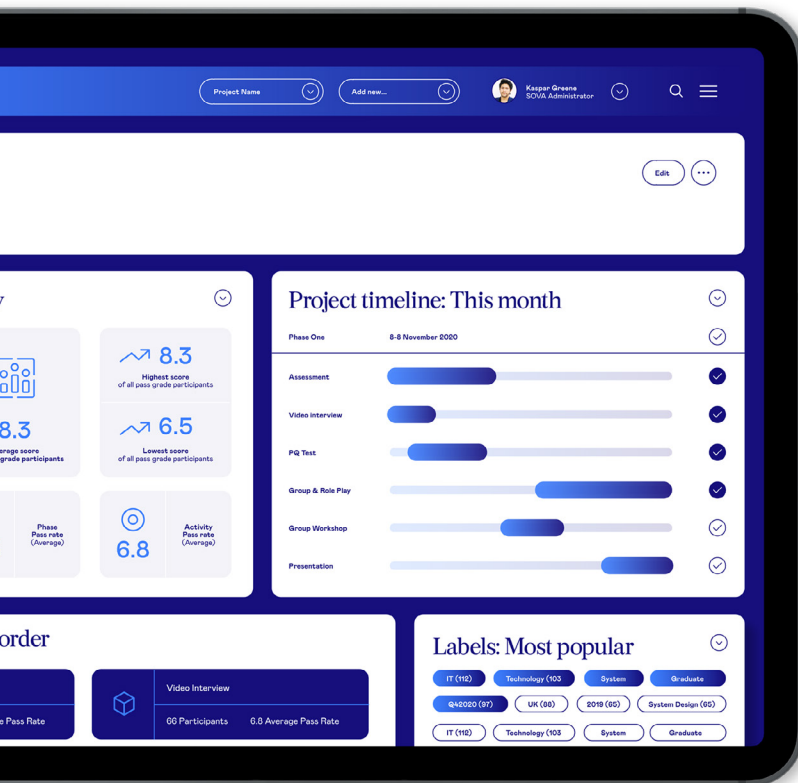
The Motivation Model

Sova’s model of motivation includes 4 domains of motivation and 20 motivating factors (5 factors under each domain).



How does it work?

For each question, candidates are presented with four statements and asked to rate each of the four statements from 'Least important to me' to 'Most important to me', using a 5-point scale, as depicted below. Candidates are not able to give the same rating to two or more statements on each screen. This 'forced choice' approach, known as an ipsative approach, minimises some of the response biases that can occur with other scales. For example, responding in a socially desirable way, or rating all statements around the middle of the scale.



To find out more

about how we can help you measure motivation in your organisation, please get in touch.

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Reporting

Four reports are available to assist HR, line managers and individuals (whether they are employees or candidates).

- **Practitioner report:** Includes scores across all 20 motivation factors, a summary for all motivators, implications of the top three and bottom three motivators as well as a description of the ideal and least work environment for the individual.
- **Manager report:** How to work with and manage this individual and how their motivators affect their relationships at work
- **Coaching report:** Designed for us by a professional coach, the report includes scores across all 20 motivation factors, upsides and downsides of key motivators and suitable coaching questions
- **Candidate report:** Includes 'your top 3 motivators' and descriptive overview of the scores on all 20 motivators

SMQ Report	Intended Application		Intended User		
	Selection	Development	Individual	Line Manager	Trained Practitioner
Practitioner Report	✓	✓			✓
Manager Report	✓	✓		✓	✓
Coaching Report		✓			✓
Candidate Report	✓	✓	✓	✓	✓