



Mettl Motivation Inventory

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Test Taken on: October 11, 2017 06:20:47 PM IST

Finish State: Normal

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INTRODUCTION

Motivation is an inner force that drives individuals to accomplish personal and organizational goals.

Motivators are the factors that stimulate desire and energy in people to be continually interested and committed to a goal or task. Career motivators have a deep impact in shaping the graph of an individual's work-life.

Each of us has a unique set of needs, desires and rewards that make us work with enthusiasm. What might drive one person may not impact another at all. This report identifies and describes the motivators that are likely to influence a candidate's motivation at the workplace. It provides a detailed summary of the candidate's motivators and give recommendations regarding how you can keep the candidate motivated. Providing your employees with what motivates them will make them more productive and more satisfied.

The Mettl Motivation Inventory measures a person's level of motivation across eight motivators. When interpreting the results, it is important to remember that the scores are not good or bad, only more or less appropriate to certain types of work.

Since the results are based on one's own view of behavior, the accuracy of the results depends upon both honesty and self-awareness while taking the test. The results are just recommendations and suggestive in nature, and the final discretion of selecting, rejecting or training the candidate lays with the management authorities. Mettl does not owe the responsibility of selecting or rejecting the candidate, solely based on the assessments.

Top Career Motivators

Achievement

Desires to achieve excellence and perfection at work. Likely to work enthusiastically at tasks which demand skill and talent.

Probable Disadvantage

May set unrealistic goals for oneself and get discouraged when they are not achieved resulting in some amount of uncertainty in facing challenging goals in future instances.

How to keep the person motivated?

- Provide tasks that optimally utilize the candidate's skills and abilities.
- Give more time bound tasks which are challenging as well as achievable to help the employee feel a sense of accomplishment and with time, the time lines can be altered to pose tougher challenges for the employee.

Security and Stability

Needs to feel safe knowing that one can count on one's job for social and financial security. Likely to prefer a permanent and reliable job position.

Probable Disadvantage

May be uncomfortable and nervous during radical changes at work and in certain cases might also show some measure of insecurity and restlessness when new personnel are hired for one's same designation.

How to keep the person motivated?

- Offer a stable career plan and clarify long term job prospects.
- Assign projects that seem to portray an image of spanning through a long period of time, such that the individual is assured that he/she has enough reasons to be retained at least until the completion of said project.

Organizational Pointers

Achievement

The Need For Mastery

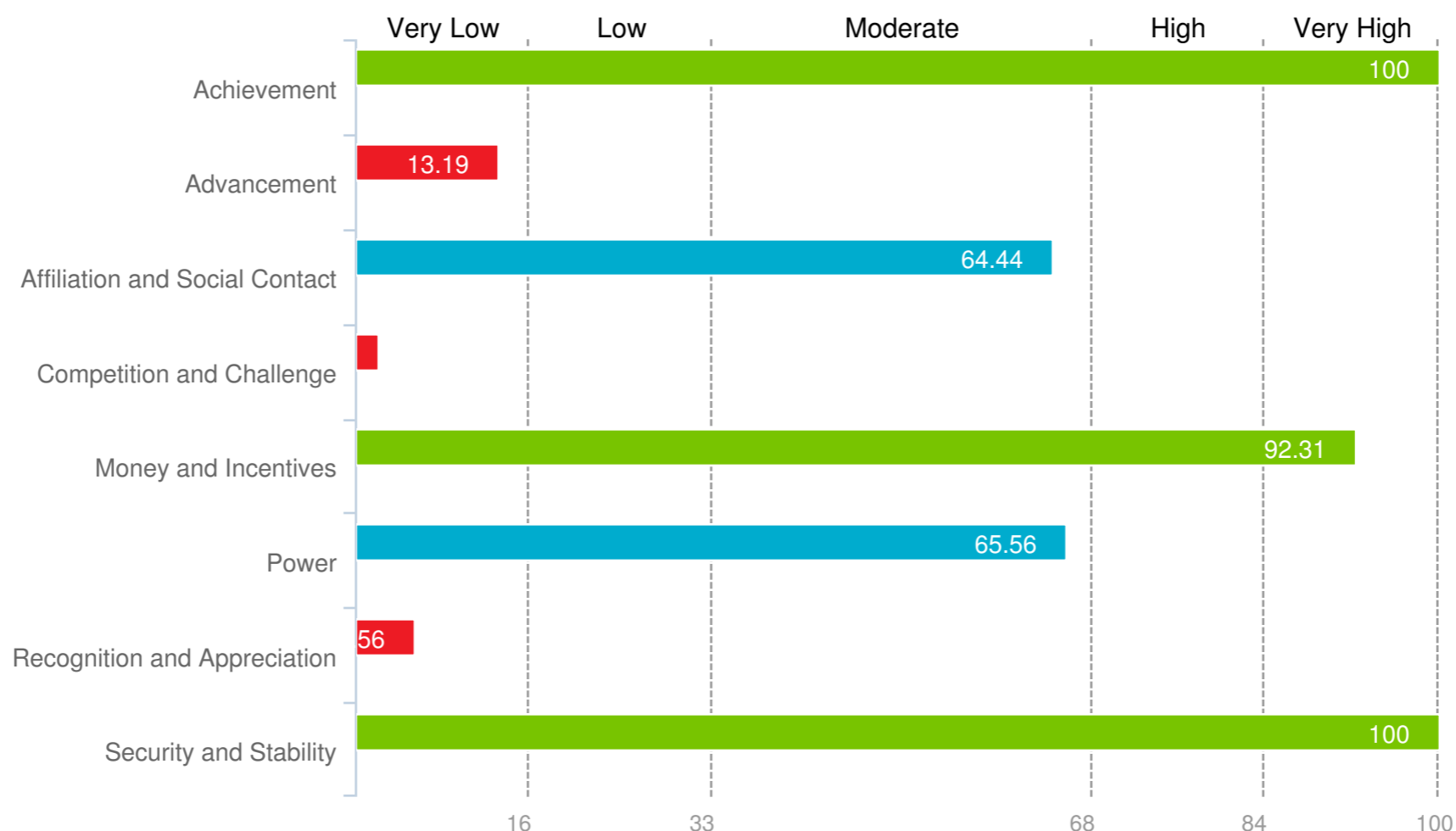
Most people aspire to course through their lives while erecting consistent milestones. People with a high need for achievement often look for such opportunities and unlike the people who have the basic interest to learn a skill, such people aspire to achieve a level of mastery that puts them at par with the best in the industry. Such people, other than being highly sort after, ensure better quality and performance levels in the Organization.

Security and Stability

The Roof above the Head

Many people tend to make long term goals both personal and professional and in such cases, they desire a convincing if not fully clear picture of their future in the current organization. This not only fosters a spirit of commitment to the organization but it also increases the person's attachment for the organization's goals and objectives. Such people generally make a good point of reference for the organization to consult while making long term policies that require maximum employee participation and minimum attrition.

Summary of Motivators



Values shown in above chart are percentiles

■ Very Low ■ Low ■ Moderate ■ High ■ Very High

Achievement: Very High

Always desires to achieve excellence and perfection at work. Likely to work very enthusiastically at tasks which demand skill and talent.

Advancement: Very Low

Unlikely to be satisfied with work that paves the way for personal growth and development. May not be interested in maximizing one's own skills and abilities.

Affiliation and Social Contact: Moderate

Likely to be moderately interested in work that requires one to be connected with other individuals of a group. Occasionally enjoys interacting with people at the workplace.

Competition and Challenge: Very Low

Doesn't have a desire to prove oneself as the best at doing a task. Unlikely to be motivated to work harder when given opportunities to compete with others.

Money and Incentives: Very High

Extremely likely to consider materialistic gains as a motivator to work. Unlikely to shirk from mundane tasks, if attached to monetary benefits.

Power: Moderate

May sometimes be more efficient when work involves decision making. Moderately enjoys taking up responsibility for people and resources.

Recognition and Appreciation: Very Low

Unlikely to be encouraged by public recognition and acknowledgement for work done. Unlikely to seek approval from various sources at the workplace.

Security and Stability: Very High

Needs to feel safe knowing that one can count on one's job for social and financial security. Extremely likely to prefer a permanent and reliable job position.

Test Log

11 Oct,2017

06:20 pm Started the test with Motivation Inventory

06:20 pm Finished the test

