



Motivation Questionnaire

Preparation Guide



Motivation Questionnaire

This guide is designed to help you understand what the Motivation Questionnaire (MQ) measures and how to complete it. The MQ assesses the critical factors that motivate and demotivate a person within a work context.

The MQ will help you:

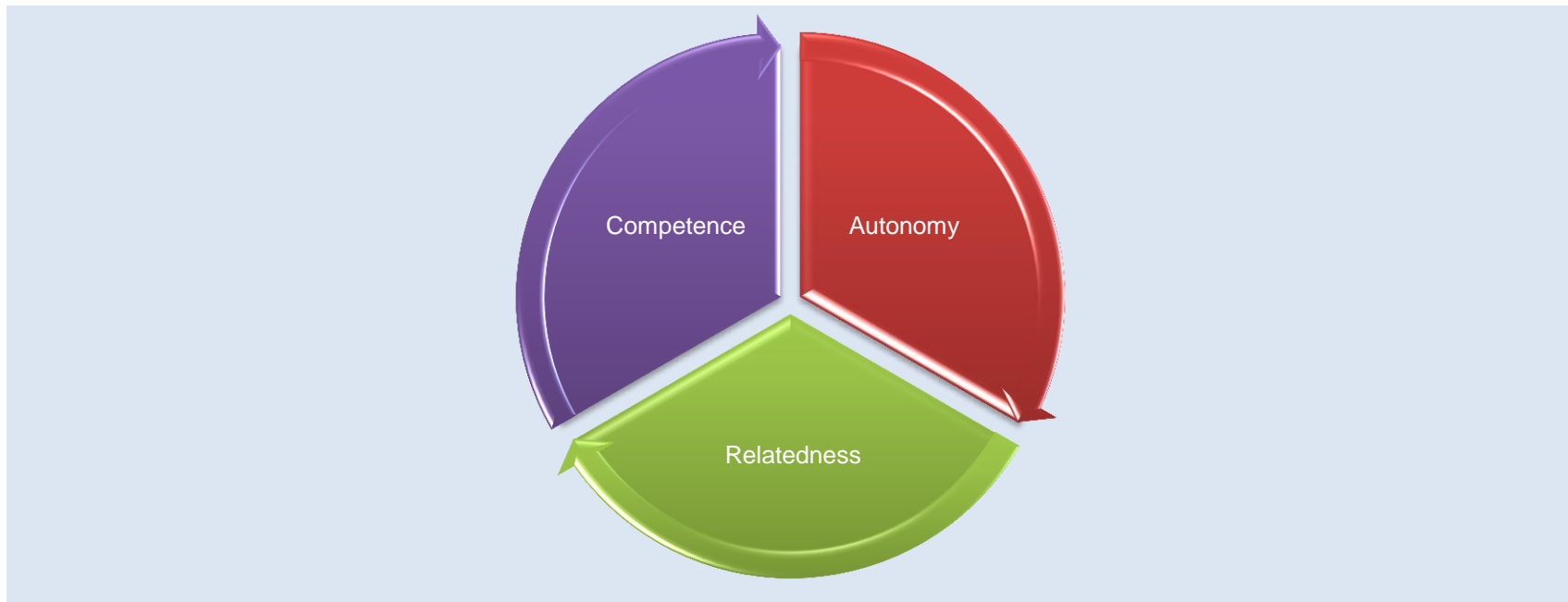
- benchmark your motivation preferences against a very large international comparison group of executives and managers;
- increase your awareness of how your motivation preferences impact on your performance;
- identify areas you need to work on to improve your performance and reach your potential.

The MQ will help your organization:

- benchmark the motivation preferences of employees;
- identify which individuals are suitable for promotion and which individuals need further development;
- design jobs and education programs to increase motivation and thereby improve business performance.

What the MQ Measures

The Motivation Questionnaire measures twenty motivation factors covering three key areas shown in the diagram below.





Completing the Questionnaire

The questionnaire is presented on-screen in blocks of 40 statements which you are asked to rate on a 5-point scale ranging from 'Greatly Reduces' to 'Greatly Increases'.

Please consider the following points when you are completing the assessment:

- do the questionnaire when you are alert and free from interruptions;
- enter your responses by clicking on the appropriate rating for each statement. You must respond to every statement before you can go on to the next screen;
- complete the assessment from a work perspective as the assessment is designed to throw light on what motivates and demotivates you at work;
- try to be as discriminating as possible by using the full range of options on the 5-point response scale;
- avoid trying to select responses that you think will present you in the most favorable light--there are checks built into the assessment to assess the candor and consistency of your responses.



Feedback

The MQ feedback report provides a concise summary of your motivation preferences and how well your current job meets these. The report also provides a link to a development guide with practical tips and recommendations for performance improvement.