

ejemplo  
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Took test on: Jun 7, 2014  
Test completion: Normal

## 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

### ADVANCEMENT

Likely to be satisfied with work that paves the way for personal growth and development. Desires to maximize one's own skills and abilities.

#### Probable Disadvantage

May not be interested in important tasks which do not provide an opportunity to learn or grow.

#### How to keep the person motivated?

Provide opportunities for skill advancement and training.

### POWER

Likely to be more efficient when work involves decision making. Enjoys taking up responsibility for people and resources.

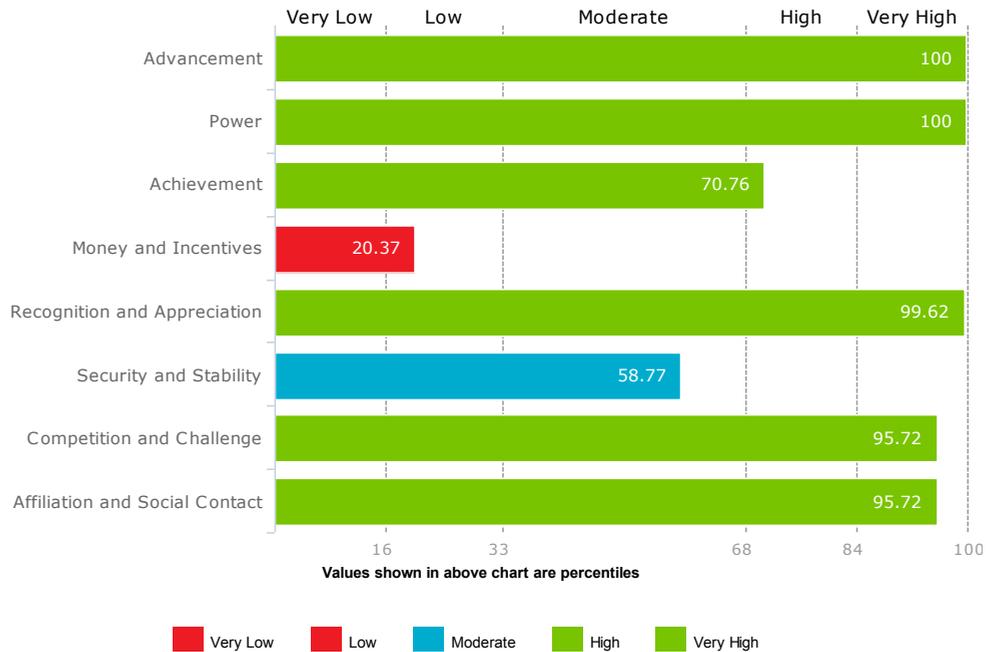
#### Probable Disadvantage

May find it difficult to work under supervision or to step back and do small tasks.

#### How to keep the person motivated?

Involve in the decision making process, more suitable for supervisory roles.

## Summary of Motivators



### Advancement: **Very High**

Has the desire to prove oneself as the best at doing a task. Likely to be highly motivated to work harder when given opportunities to compete with others.

### Power: **Very High**

Extremely likely to be more efficient when work involves decision making. Enjoys taking up responsibility for people and resources.

### Achievement: **High**

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

### Money and Incentives: **Low**

Not very likely to consider materialistic gains as a motivator to work. Likely to at times shirk from mundane tasks, even if attached to monetary benefits.

### Recognition and Appreciation: **Very High**

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

### Security and Stability: **Moderate**

Has a moderate need to feel safe knowing that one can count on one's job for social and financial security. May not always prefer a permanent and reliable job position.

### Competition and Challenge: **Very High**

Has the desire to prove oneself as the best at doing a task. Likely to be highly motivated to work harder when given opportunities to compete with others.

### Affiliation and Social Contact: **Very High**

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

## Test Log

03:10 am Started the test with Motivation Inventory

03:11 am Finished the test

