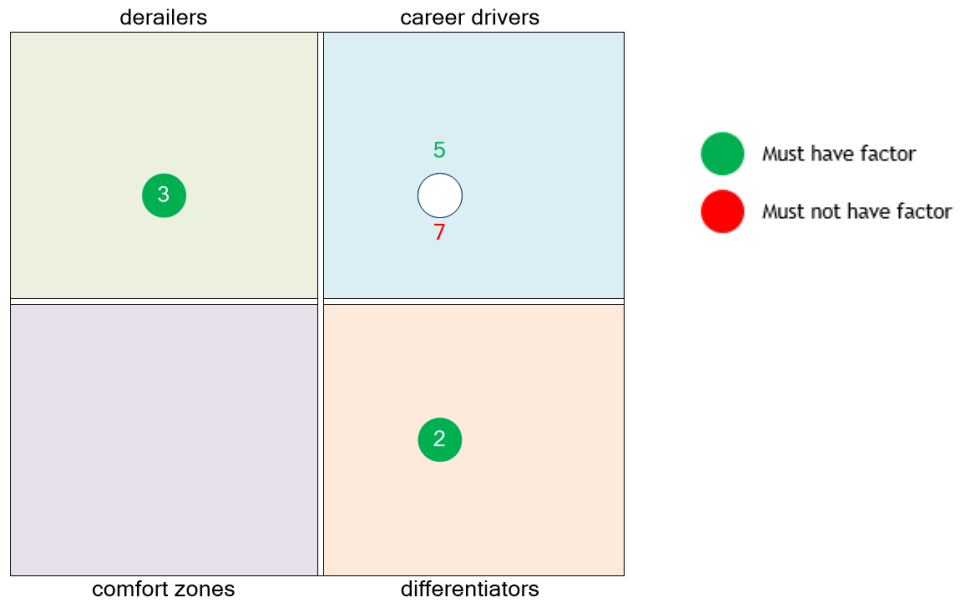


MQ Team Analysis





Descriptions of Motives Questionnaires Factors

1. Achievement

Needs to achieve targets & overcome challenges. Gets demotivated with conventional assignments.

2. Recognition

Likes to have good work noticed and achievements recognized. Gets demotivated without support or significant affiliation.

3. Principles

Needs to feel that the organization is sound. Gets demotivated when ethical standards are compromised.

4. Personal Growth

Seeks opportunities to learn new skills. Gets bored with familiar tasks.

5. Material Reward

Links cash, salary & bonus to success. Gets demotivated when remuneration is perceived as poor or unfair.

6. Social Interests

Passion to encourage & help others to grow. Feels uneasy when doing things for selfish gain.

7. Security

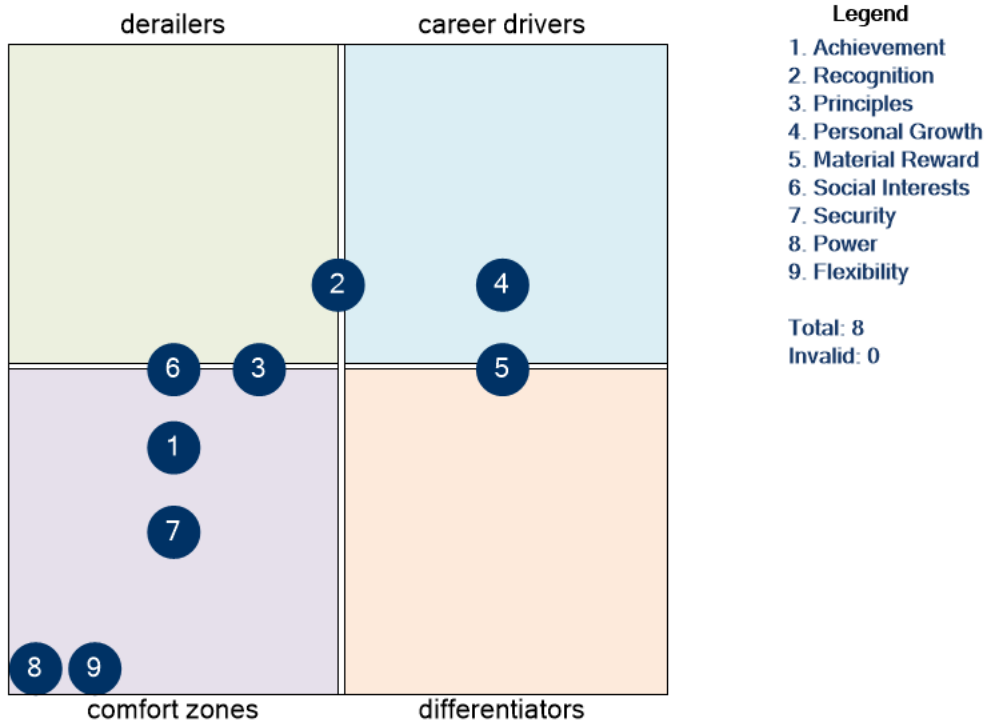
Needs employment security & financial safety. Gets distressed with inconsistent income or temporary jobs.

8. Power

Wants to be given responsibility & authority. Gets restless when being controlled or restricted.

9. Flexibility

Seeks a work environment that allows free-will without imposed structure or rules. Resents a strict routine & mental obligations.



Career Drivers

The most common factor(s) that drive this team to perform is/are :

- Personal Growth

Derailers

The most common factor that derailed the team to perform is/are the following let off :

- Recognition

Differentiators

The most common factor that differentiate the team to perform is/are :

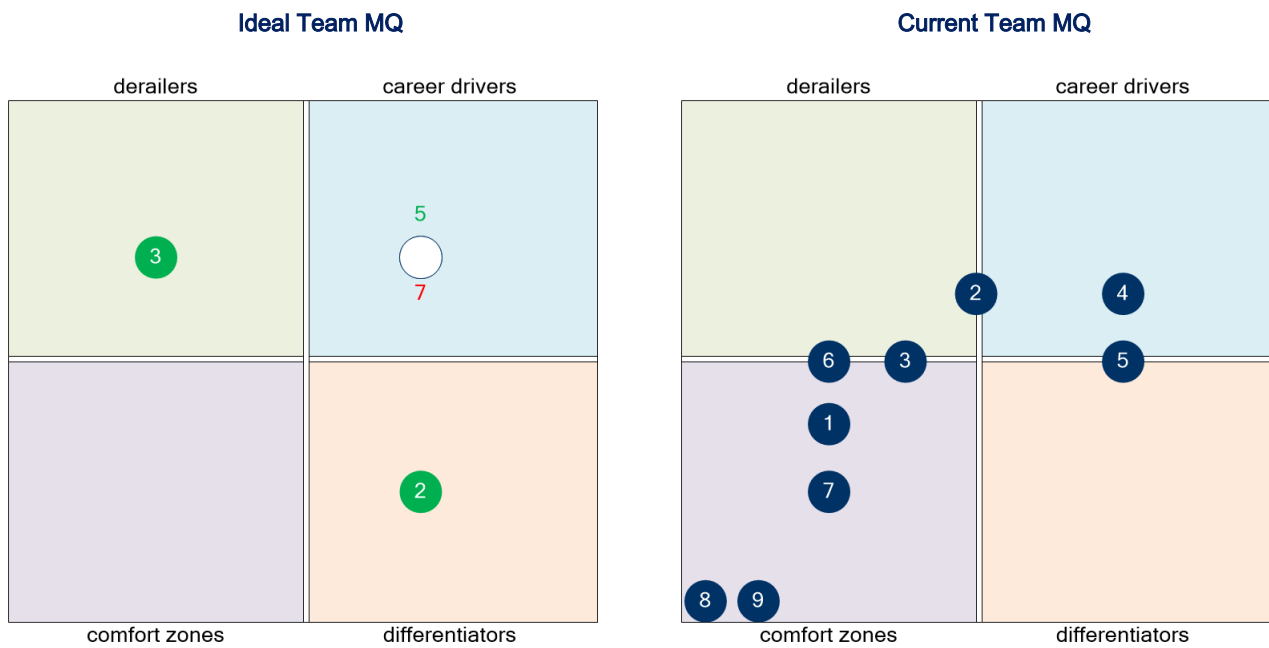
- Material Reward

Comfort Zones

The following factors fall into the comfort zone of the team :

- Achievement
- Principles
- Social Interests
- Security
- Power
- Flexibility

If any of these factors are strategic to the growth of the company, this means the workforce is not aligned to the Employer Value Proposition of the company.



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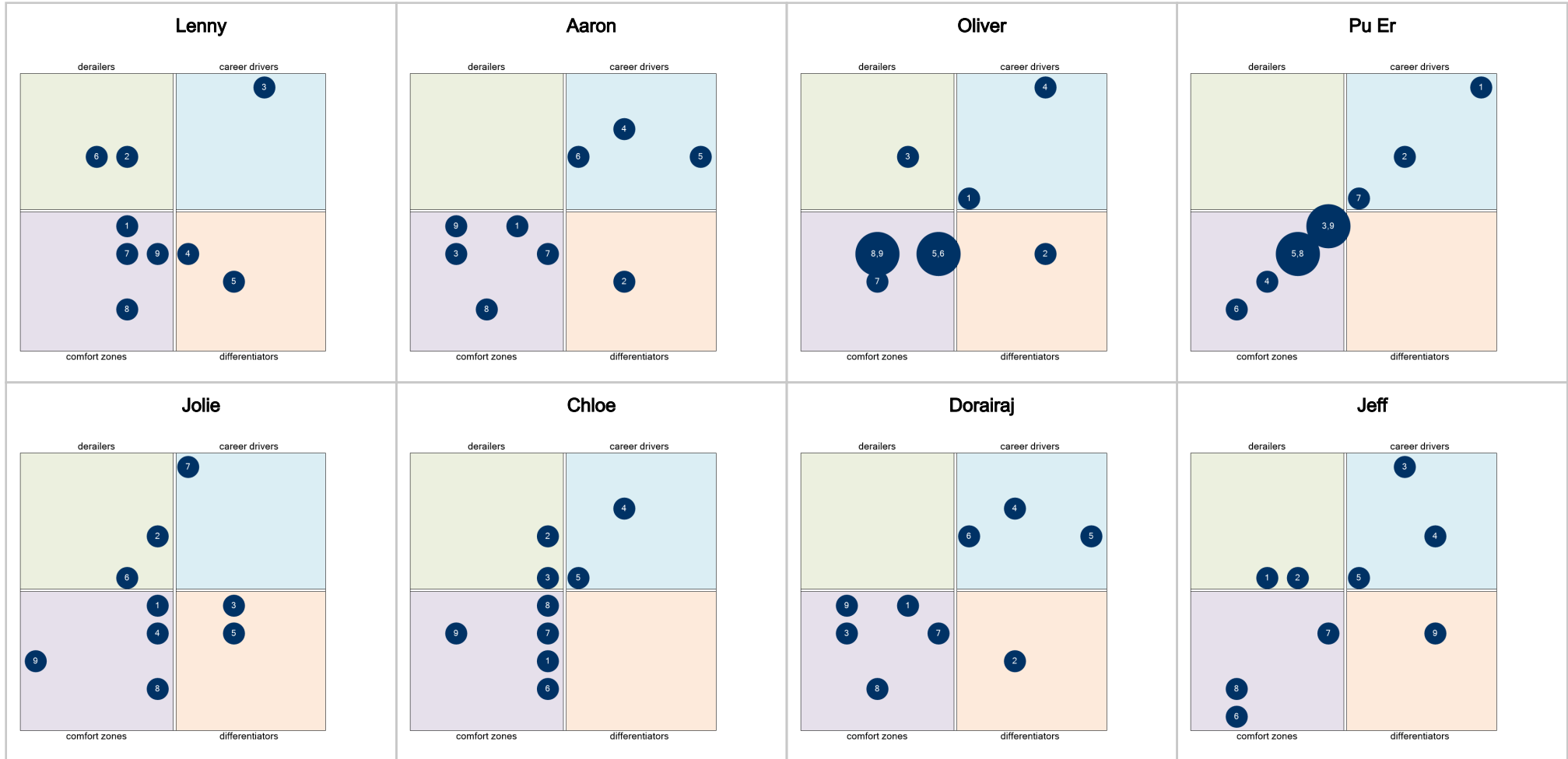
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- 1. Achievement
- 4. Personal Growth
- 7. Security

- 2. Recognition
- 5. Material Reward
- 8. Power

- 3. Principles
- 6. Social Interests
- 9. Flexibility