



Sova Motivation: Candidate Report

Sample Candidate

06/01/2022

Introduction

Thank you for completing the Sova Motivation Questionnaire.

This report describes the factors that are likely to affect your motivation at work.

It provides information about your key motivators, followed by how your responses suggest you are motivated by all factors in the Sova Motivation Model (shown below).

The accuracy of this report depends on the way in which you responded to the statements, for example, what mood you were in and awareness of your own motivations.



Your Top 3 Motivators

This page presents your top 3 motivators and offers some points regarding what aspects of your work are most likely to engage and energise you. This will help you consider what you can do more of, where you might focus your energy to keep yourself motivated, and therefore what sort of environment you might seek in a new role or create in a current role.



Making a Difference

Motivated by wider contributions to the organisation, society or cause.

Having a genuine belief that the work you do benefits others in a positive way seems very important to you. You are likely to be motivated by the prospect of being able to help others, and are likely to feel somewhat uncomfortable if you cannot see a direct relationship between your work and the betterment of society.



Authority

Motivated by recognition of seniority, and exercising authority and control over others.

Having a clear sense of being in charge of people and resources, being able to influence key decisions and the way in which things get done are likely to be very important to you. Situations or roles where there are insufficient seniority and scope to lead others are likely to be unattractive to you.



People Development

Motivated by helping others grow and develop.

Ongoing opportunities to actively support and nurture others and help shape their professional growth and development is likely to be key to keeping you motivated and engaged. You will willingly set your own work objectives and priorities aside in order to lend a helping hand and assist others to meet a deadline or reach their full potential.

Factors affecting your motivation at work

This section offers feedback on all 20 motivators you responded to when you completed the questionnaire. You will be naturally more drawn to some areas over others.



Affiliation

The way you responded to the questionnaire suggests that you are less driven by social interaction with your colleagues, and as such, developing strong bonds and friendships at work is likely to be less important to you. Although you may see the value in building social relationships in order to achieve particular goals or objectives, it is likely that you prefer to establish and maintain some degree of professional distance from your colleagues. As a result, you are more likely to be energised in contexts which don't require you engage with others.



Customer Service

Your responses suggest that you are as motivated as most by the prospect of working in a customer-oriented role where you need to provide help and support to others. It seems you place some value on understanding and meeting customer needs, so long as this does not come at the expense of ensuring that your needs and priorities can be met.



Work Life Balance

It seems you are highly invested in your work, and are prepared to put in long hours to achieve all that you need to deliver. Your motivation to invest considerable time and energy into your job may see you willingly making many sacrifices in other aspects of your life. You may also tend to take on fewer non-work commitments so that you can maintain a clear focus on your work and career.



People Development

You report being strongly motivated to help and support others, and make an active contribution to their ongoing development. It is likely that you will derive considerable enjoyment and satisfaction from guiding others through times of difficulty and doing whatever you can to help them overcome setbacks or challenges. As such, it is likely that you will proactively offer your support and assistance and do whatever you can to see others thrive.



Stability

Having a strong sense of security at work and is unlikely to be motivating for you. It is unlikely that you will be concerned by the prospect of working in an industry or organisation that you view as being unstable, and are unlikely to place a lot of importance on the security of your job tenure. You are also likely to be less concerned than most with having consistency and certainty in your role.



Authority

Sample, your responses to the questionnaire suggest that you strongly value being given the opportunity to take on more senior positions, and are highly motivated by opportunities for promotion. You also appear to be most driven when you can take on a leading role. As a result, you are likely to really enjoy roles where you have plenty of scope to set the direction to be taken, organise others to ensure the work gets done the way it should, and monitor outcomes.



Acquisition

You report being less driven by financial success and reward than most other people. It is likely that you have relatively simple needs when it comes to possessions and the acquisition of wealth. As such, so long as your basic monetary needs are satisfactorily met, there are likely to be factors other than salary and benefits that are key to your motivation and engagement at work.



Autonomy

Given your responses to the questionnaire, it seems you are not particularly motivated by having the freedom to make decisions about how to plan your time and organise your workload. Instead, you are more likely to be motivated when operating within an environment where predefined processes or structures determine how you work, or when others provide you with a clear sense of direction regarding how your work should be done.



Recognition

You report being strongly motivated by public acknowledgement, praise and appreciation for your contributions and achievements. It is also important to you that you have the opportunity to work on activities or projects that are highly visible across the organisation so that others are aware of the work you do and value you add. Receiving positive feedback and praise for a job well done is significantly motivating for you and you are likely to feel disheartened if you feel that your contributions have gone unnoticed or unappreciated.



Making a Difference

It seems you are highly motivated by feeling that you can make a positive difference to others. It will be important that you are part of an organisation whose goals and purpose seem worthwhile to you, and that you can see how the work you do as an individual has a beneficial impact on society at large.



Achievement

Your responses to the questionnaire indicate you are reasonably energised by having well-defined and challenging goals or targets to work towards in your role. While you are likely to be somewhat motivated by having opportunities that challenge and professionally stretch you, there will probably be times when you are content to work on less demanding tasks. Additionally, it seems you enjoy some friendly competition with others in your work although you are unlikely to feel energised by having to work in an intensely competitive environment.



Quality

You report being relatively unmotivated by the notion of delivering high quality outcomes, and producing work that is line with both what you have promised and what is expected of you. Instead, it seems you are more likely to focus on getting the job done, even if this sometimes means that corners need to be cut or that certain details get overlooked in order to ensure successful tasks completion.



Ethics

The way you responded to the questionnaire suggests that you place little importance on the maintenance of high ethical standards for both yourself and any organisation you work for. It is likely that you will be prepared to push ethical boundaries if you feel that the end justifies the means, and will probably be reasonably comfortable in situations where you are required to do things at work that are not aligned with your own personal values and principles.



Commercial Value

It seems you are moderately driven by work that is commercially focused and contributes to the organisation's financial success. You are likely to find it somewhat motivating when you can see a link between what you do in your role and the organisation's bottom-line performance, although you may not be entirely comfortable if the emphasis on making money and profit is too great and takes precedence over other things that you regard as being important.



Creativity

It seems you are moderately motivated to exercise creativity at work in order to make a positive contribution to others and/or your organisation. You will likely think outside the box from time to time to generate new ideas and identify original solutions or ways of working. However, you are unlikely to go out of your way to find opportunities to be creative and will probably accept the fact that problems are sometimes best addressed via traditional, or well-known solutions.



Enjoyment

Your responses suggest that you strongly value working in an environment in which you enjoy the work that you do and also have fun working with your colleagues. You gain fulfilment from being able to express your playful side at work and subsequently being surrounded by colleagues that accept you for who you are. Sharing a sense of humour with colleagues is something that you also value, so you are likely to find that working in a light-hearted and laughter-filled environment is highly rewarding for you. If you spend an extensive amount of time at work completing tasks you do not enjoy, it is likely that the quality of your work may suffer due to the value you place on enjoyment in your work.



Risk

It seems you are highly motivated by being able to take risks in your work and face situations where there are no certain outcomes. You will be quite comfortable when making risky decisions, being prepared to take your chances and deal with whatever consequences eventuate. As such, you are likely to enjoy roles that offer scope to experience the excitement and adrenalin that stems from taking a risk and then waiting to see if it will pay off.



Variety

You report being moderately motivated to work in a role that offers some variety and the opportunity to work on different things. You are as likely as most people to enjoy turning your attention to diverse work requirements, although you will probably also appreciate having some more familiar or routine tasks in the mix so that you have a degree of predictability over what you do from one day to the next. As such, you are likely to work at your best in a role that provides a good balance between variety and routine.



Learning

Based on your pattern of responses to the questionnaire, it seems you are strongly driven by opportunities to learn and develop your expertise. You will feel most comfortable in an environment in which there is plenty of opportunity for ongoing training and development that supports you in acquiring new knowledge and mastering new skills. As such, you may lose interest in roles that offer little scope to develop your existing capabilities.



Curiosity

You report being strongly motivated to explore and discover new things. It seems you pursue experience for its own sake, and are likely to take a keen interest in a wide range of topics, situations and events. You tend to capitalise on opportunities to be exposed to novel experiences and new information, and will likely find it highly fulfilling to follow your own journey of exploration and discovery in relation to the things that capture your attention and interest. As such, you may quickly start to feel stale or uninspired in a role where you have little exposure to new facts, ideas, activities and experiences.