



# Sova Motivation: Manager Report

## Sample Candidate

06/01/2022

# Introduction

This report is based on the individual's responses to the Sova Motivation Questionnaire.

Based on their top three motivators at work, it offers practical guidance for line managers in order to motivate the individual most effectively.

It offers tips on how to manage the individual to play to their core motivations and offers some indications of how these motivators could affect their relationships at work



# Managing Individuals' Primary Motivators

Below are some suggestions for line managers in terms of working with this individual and ensuring they remain motivated.



## Making a Difference

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

Sample is likely to be spurred on by having people-based goals and targets to work towards rather than ones that are linked to the organisation's financial success.

Ensure that Sample knows about all organisational policies, programs and initiatives that relate to corporate social responsibility, community engagement and sustainability.

They will work best under a manager who is seen to have a genuine concern for the wellbeing of team members and to advocate strongly for their needs.



## Authority

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

Involve Sample in making key decisions, and actively seek out their views and opinions on different issues so they feel that their input and perspective is valued.

If they are not in a formal leadership role, assign particular tasks or projects that they can call their own and have clear authority over.

Provide transparency regarding promotion opportunities and the steps needed to progress to more senior and influential roles within the organisation.



## People Development

**Motivated by helping others grow and develop.**

Sample is likely to relish opportunities to take on a coaching, mentoring or buddy role where their experience and expertise can be of benefit to others.

There could be times when Sample's strong desire to help and support others leads to a loss of focus on their own tasks and responsibilities. Work with them to identify how much time can viably be channelled into helping others.

Much of the day-to-day, ad hoc work that Sample does to help others could become easily quite time consuming yet go completely unnoticed. Ensure their efforts to nurture and support others are appropriately recognised and rewarded.

# Motivation and Relationships At Work

This page offers some indications of how this individual's top motivators may affect their relationships with others.



## Making a Difference

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

It is likely that Sample will be eager to do what they can to help support their peers and colleagues and promote staff morale, and will derive considerable enjoyment and satisfaction from doing so.

May sometimes become so concerned with other people's rights and welfare that they lose sight of key tasks that need to be performed or organisational goals that need to be achieved.

May have difficulty understanding people who have little or no interest in helping others or trying to make the world a better place to live, perceiving them to be cold and uncaring individuals



## Authority

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

Sample may tend to focus their attention closely on those who are seen to hold power and influence, and be dismissive towards people who are not in senior roles.

Having seniority in the organisation and being able to delegate tasks will be important for Sample. However, ensure that they do not overstep the mark and delegate so much that it puts excessive burden on others.

Encourage them to bear reporting lines and relationships in mind. There could be times when they inadvertently start leading and directing individuals who are neither direct nor indirect reports, particularly those who are comfortable taking direction from others.



## People Development

**Motivated by helping others grow and develop.**

Encourage individuals who need additional help or developmental support to go to Sample as needed, as this will likely afford key benefits for both parties involved.

There could be times when their highly nurturing and supportive style feels overbearing or stifling to individuals who are eager to resolve things on their own after having sought out some initial advice or guidance in how best to proceed. There could also be times when people feel that Sample steps in and intervenes too quickly, without waiting to be asked for any help at all.

Be alert for people who become overly reliant on Sample's support. A person who is very willing to help others is a valuable asset to any organisations, but if the high level of support provided inadvertently creates learned helplessness or unnecessary dependence, then it becomes counterproductive.