



Multidimensional Work Motivation Scale

Information du candidat

Result for: Smith John

Sex: Homme

Age: 35

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Name of organization: Rapports IRP/ENTREP_Rapports IRP/aucun



Information about this interpretive Report

The following report is intended to provide information on the motivation of an individual against his work. The MWMS was developed, validated and standardized with samples of adults from the general population. The results presented in this report should be integrated with all other relevant sources of information before reaching business decisions on the assessee. The decisions should never be based solely on the information contained in this report. The results presented in this report are based on responses provided by the assessee. This report is confidential and is intended for use by trained professionals only. When communicating the results to the assessee, it is recommended that an individualized interpretation is done by a qualified professional.

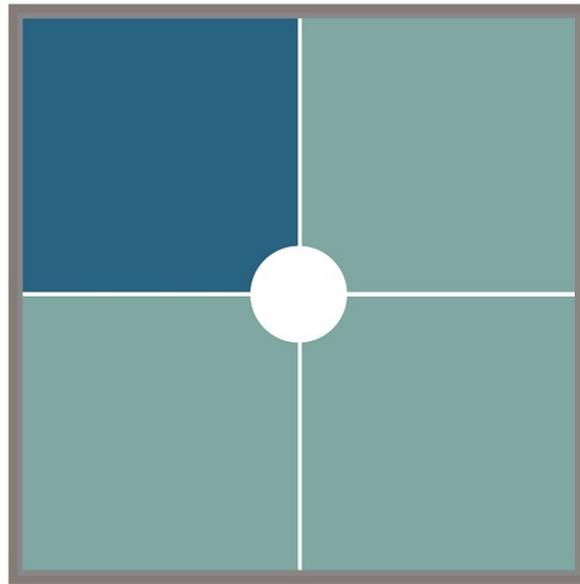
Motivational Profile

Motivated

This motivational profile generates a good presence of commitment and satisfaction at work combined with a low presence of extra-role performance (do more than work) and intra-role (to work). There is also a relative absence of burnout.

Highly motivated

This motivational profile creates a strong presence of commitment and job satisfaction simultaneously with a good presence of extra-role performance (do more than your work) and intra-role (to work). There is also a relative absence of burnout.



Demotivated

This motivational profile creates a very strong presence of burnout combined with a strong lack of commitment and job satisfaction. There is also a small lack of intra-role performance (to work) and extra-role (in addition to his work).

Extrinsically motivated

This motivational profile generates a bit of burnout and a relative absence of four consequences: commitment, satisfaction, intra-role performance (to work) and extra-role performance (do more than work).

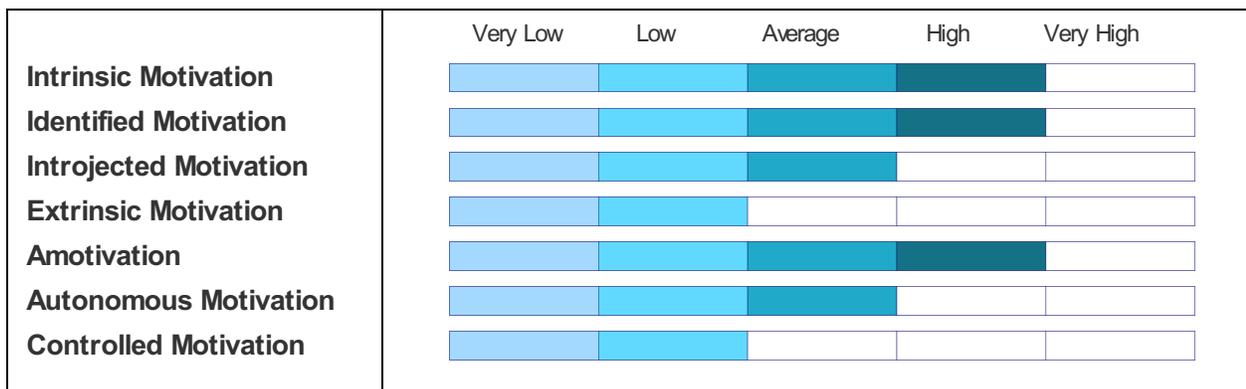
More information on your Profile

This motivational profile reveals a significant sense of commitment and satisfaction at work, combined with extra-role achievements (doing more than what's expected) and intra-role achievements (doing your work). It also reveals a relatively absent professional exhaustion.

It means that your principal sources of motivation are pleasure and the importance you accord to it on the scale of your personal values, and that there is little motivation in relation to your ego or rewards. Your motivations are sane and will lead you to be satisfied and proficient at work. Therefore, it is recommended that you maintain all elements that give you pleasure in your work environment, and that allow you to find a sense and give it a personal and significant meaning. You could strengthen motivations in relation to your personal value or even rewards as well, if it can punctually help you in certain situations.

In other words, your profile is beneficial, and it is in your best interest to keep it that way or to enhance it.

Results per Scale



Intrinsic Motivation

A high level of intrinsic motivation allows you to draw almost all the benefits from it, such as a significant feeling of well-being and a better concentration. To maintain this impetus or, better still, increase it, choose challenging but realistic tasks and mandates. Develop your aptitude to make beneficial choices in accordance with your interests and values as well, so you can then direct your work along those lines daily. Find the people with whom you collaborate efficiently, and increase the frequency and the quality of your exchanges. Reach out for feedback from people you believe have legitimate judgement.

Identified Motivation

Your profile reveals a high level of this type of motivation associated with senses, the concordance with your values, as well as the importance you accord to a task. It is important to stimulate and maintain this type of motivation because it calls for a subjective vitality, minor exhaustion, more achievements, and a greater capacity to adapt and to be proactive. In order to maintain and optimize this kind of beneficial motivation, identify the impact your daily tasks have in your enterprise and in society (ex: in what way what I do is helpful to my employer or to society?) and try to reinforce it daily. Reflect upon what is important for you to accomplish in your career, and the way your work can have

positive effects. Elaborate and implement an action plan for this purpose, and evaluate the effects that you can observe.

Introjected Motivation

This type of motivation is linked to ego-involvement and the personal value we grant ourselves according to our performance. Overall it is associated with positive consequences, but in a less significant way than intrinsic motivations (linked to pleasure), and identified motivations (linked to senses). It is sometimes associated with negative consequences, although this connection is quite weak.

Your profile reveals an average level of this type of motivation. You could increase your perception of some of the benefits linked to this type of motivation by overcoming challenges that will prove your capacities, and by accomplishing tasks that will make you feel proud. Witnessing the positive impact those challenges and tasks will have on others will reduce the « negative » perception of this type of motivation, related to the avoidance of feeling bad.

Extrinsic Motivation

Your profile reveals a low level of this type of motivation associated with reward-seeking (e.g. Earn other's respect or earn more money), and with avoiding external punishments (e.g. fear of criticism or losing your job).

The presence of this type of motivation is associated with more professional exhaustion, intentions of quitting your job, distress, and sometimes higher performances in terms of quantity (rather than quality); this type of motivation is therefore not so beneficial as a whole.

Since you have a low level of this type of motivation, it should not be a major concern.

Amotivation

Amotivation is the lack of motivation at work. The presence of motivation is sign of much lesser vitality (energy), less affective involvement and performance, as well as more exhaustion and intentions of quitting your job.

Since your profile reveals a high level of amotivation, the negative consequences associated with it seem to have an impact in your daily work life.

To reduce the impacts of amotivation, try to find out answers to the following questions: what positive impact does my work have on others? How does my work allow society to improve ?

Try to find out which beneficial types of motivation are revealed in your profile in order to increase their presence.

If you are going through times of stress or major exhaustion, plans in order to recover your energy could be favorable (holidays, leisure, time off, etc.).

Autonomous Motivation

Autonomous motivation is what we call the combination of your intrinsic motivation score (linked to pleasure) and identified motivation score (linked to senses), which are both associated with a growing presence of positive consequences (e.g. well-being, optimal functioning, concentration, etc.), and with decreasing negative consequences (unhappiness, distractions, etc.).

Since your profile reveals an average level of autonomous motivation, it seems important to find ways to increase it. It would enhance the pleasure you get from working, and it would allow you to give your daily tasks even more meaning that will contribute to the fulfilment of your personal values.

Controlled Motivation

Controlled motivation is what we call the combination of your introjected motivation score (linked to reputation and ego) and extrinsic motivation score (linked to rewards and external punishments), which are both associated with a growing presence of negative consequences (unhappiness, distractions, etc.), and with decreasing positive consequences (e.g. well-being, optimal functioning, concentration, etc.).

Since your profile reveals a low level of controlled motivation, you experience a few of its principally detrimental effects, and you could orient your actions in order to lower even more this type of motivation. It would reduce the presence and the negative aspects of controlled motivation.

Profil interpretation

There is a direct relationship between T score and motivational traits. When the T-score is higher, more motivational traits are present in this individual and the characteristics attached to its profile will be defined and present in his behavior.

Motivational profil

This motivational profile generates a good presence of commitment and satisfaction at work combined with a low presence of extra-role performance (do more than work) and intra-role (to work). There is also a relative absence of burnout.

Autonomous Motivation : 51

Controlled motivation : 44

What this means in terms of experience and consequences

This motivational profile is characterized by a good presence of intrinsic motivation combined with a relative lack of introjected motivation and demotivation. There is also a relatively strong lack of extrinsic motivations, both physical and social.

Development Paths

You seem to be motivated primarily by the inherent pleasure and satisfaction to your tasks and we invite you to maintain and develop this aspect of your work. To complete this positive motivation, it might be wise to identify the elements of your work, or mission of your organization, that provides direction and meaning to your work. This identified motivation could complement and enhance motivation "pleasure" that you already have.

Summary Scores

The tables below present the results to the five major aspects of motivation in the conceptual framework of the theory of self-determination.

T scores and percentiles are calculated in comparison to a normative sample.

Subject John Smith

Test MMMS - EN

Results per Scale

Scale	Raw Score	T Score	Percentile	0	10	20	30	40	50	60	70	80	90	100		
1 Intrinsic Motivation	5	50	50	■												
2 Identified Motivation	6	59	82	■												
3 Introjected Motivation	5	53	62	■												
4 Extrinsic Motivation	2	40	16	■												
5 Amotivation	2	57	74	■												

Scale	Raw Score	T Score	Percentile	0	10	20	30	40	50	60	70	80	90	100	
6 Autonomous Motivation	5	51	54	■											
7 Controlled Motivation	3	44	26	■											

Motivation Typology and the continuum of Self-Determination Theory.

To understand the motivation at work, it is important to know that it is a multidimensional concept which can take different forms. The traditional dichotomy between intrinsic and extrinsic motivation is generally well known in psychology, but this macroscopic vision of the motivation is not sufficiently precise to understand the behavior at work. It is also at this level that the SDT particularly helps to understand more precisely the motivation to work, because it distinguishes between four types of motivation that vary according to their degree of self-determination. Autonomous motivation includes the intrinsic motivation and identified while controlled motivation encompasses introjected and extrinsic motivations. At the end of the continuum we find the lack of motivation.

Intrinsic Motivation

Intrinsic motivation refers to the fact of performing one or more tasks to work with interest, pleasure or by inherent satisfaction. Workers who are primarily motivated intrinsically indicate they have a lot of fun working and they have fun to perform tasks related to their jobs. Intrinsic motivation is relatively similar to the concept of flow, which is a transient absorption, fun and intense concentration.

Identified Motivation

The identified motivation, relating to the tasks carried out by personal conviction, because they are considered as important or because they correspond to the values of the individual. These tasks are not necessarily pleasant, but it is important for the person to achieve them. For example, a person decides to attend the weekly meetings of her work unit not because it is a pleasant task in itself, but because it's important for that person to get involved. Employees with a high level of motivation identified argue that their job allows them to reach their goals in life or their job fits well with their personal values.

Introjected Motivation

This type of motivation deals overall commitment of the ego and personal value contingent on performance. For individuals with a high degree of this type of motivation, their personal value will change (in their eyes) in synchrony with their performance at work. For example, a seller may consider it a "value" personal if he gets good sales figures and considers that it is not a valid worker in peak periods. His self-esteem is contingent on its performance, which is not the case with most types of self-determined motivation. Individuals with a strong degree of motivation introjected say they are working to avoid losing their reputation or that they must be the best in their field to feel good.

Extrinsic Motivation

This form of motivation is one that is the least self-determined and which involves action by compliance or to seeking external rewards and avoiding punishments. Individuals with a high level of extrinsic motivation will advance among others they do their work because it gives them a certain standard of living, their work allows them to make a lot of money or that the main reason why they go to work every morning is the wages and benefits that it provides. Extrinsic motivation meets the economic function (versus expressive) work. Obviously everyone needs a living wage, but the deleterious aspect of extrinsic motivation is particularly evident in individuals who attach great importance to this type of motivation. This is not necessarily extrinsic motivation in itself is problematic, but the importance attached to it.

Amotivation

The amotivation, or just lack of motivation, manifested by degrees of relatively low energy, lack of behavioral control and a non-engagement in the workplace. This concept is similar to that of learned helplessness and is mostly strongly related to negative consequences at work.

Answers from :

Subject John Smith

1-20: **2 3 5 6 6 1 2 2 5 4 2 2 5 6 5 3 3 5 6**
