



Getfeedback

Intrinsic

Motivation tool



The intrinsic motivation survey helps understand the motivators and drivers of an individual. Intrinsic can identify what an ideal role would be for a candidate from a motivational point of view.

The tool measures what will give an individual the drive to convert competency into performance. What will make them 'do' instead of simply being able to do.

Intrinsic can complement other ability and personality surveys insure that a candidate will be able to cope with tasks and not become de-motivated or bored in a particular role.

Who are the tests for?

Used for the selection and development of managers and professionals

- Selection– to check someone will be motivated in a particular role
- Assessment and Development centres- satisfaction of individuals in an organisation. Are they finding repetitive tasks boring? Do they need a new challenge?

How does it work?

Intrinsic is in two parts each with a breakdown of preferences rated from strong priority to lesser priority

Part 1: Work style preferences

Specific working situations such as hands on projects or how they would react in a management role

Part 2: Work and life attitudes

For example are they cautious when starting a task or goal focused and good under pressure?

Background

Intrinsic is a measure of motivational drivers. It is the latest version of the Motivational Styles Questionnaire (MSQ), developed by Dr Roland Tarleton in the early 1990s, and features a "Job Profile" chart which enables users to match up the individual's profile with a particular job situation. The selection report also includes a "High Potential Motivation Chart" as an indicator of 'high flyer' potential.

Intrinsic has been developed against the background of many different approaches to motivation theory from the 20th Century.

During the development of Intrinsic 1,269 managers and professionals completed the questionnaire, spanning a range of professions. The age range and salary splits are reflective of the UK population for this group.

Administration

The Intrinsic tool is delivered online and can be fully outsourced to be managed by Getfeedback through our bureau service, or providing the user meets the accreditation requirements can be administered in house. Intrinsic requires BPS level B accreditation or accreditation in the Intrinsic tool in order to receive the report

Intrinsic is available in three different report styles:

- Selection report
- Development report
- Professional users report

In the case of not being BPS accredited Getfeedback can arrange a feedback session with one of our consultants to interpret and explain the results.



AT A GLANCE

- To assess the intrinsic motivators of an individual
- Suitable for Managers and professionals
- Approximately 25 minutes –to complete - untimed
- Can be used alongside Personality measures such as Orpheus
- Fully outsourced to be managed by Getfeedback or, providing that the user meets the accreditation requirements, can be managed in-house
- Can be branded to meet your requirements
- British Psychological Society (BPS) Level B accreditation or three day course or by Getfeedback required to use the test
- Recognised as a high quality tool: Conforms to BPS and American Psychological Association guidelines

What next?

To receive our full catalogue of psychometric tests or discuss which tests are best suited to your requirements, please email us at info@getfeedback.net or call us on 01491 845536.