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# Talent Q Drives

## Drives Candidate Report

Name: **Ali Example**

Date of Report: **13/01/2017**

Who could use components of this report:



Candidate

## Introduction to Drives

Drives measures an individual's motivations and values, providing a better understanding of the factors that help stimulate and energise people in their daily working lives. Drives provides clear and pragmatic insight about motivation in contemporary organisations. Understanding what motivates, entuses and drives employees is key to ensuring they are engaged and committed. Drives is suitable for use from graduate, supervisory, managerial and professional levels to senior management roles, across all functions and industry sectors.

## Drives profile

This section provides an overview of those factors which energise and stimulate you at work. The most important factors indicate 'hot spots', and are likely to get you motivated and enthused. Conversely, the least important factors indicate 'cold spots' and are least likely to entuse or energise you.

Hot spots	<b>Stimulation</b>	Need for stimulation and self-expression as part of work
	<b>Security</b>	Meeting my needs to feel secure and in a safe position
	<b>Affiliation</b>	Affiliating with others and valuing positive social contact at work
	<b>Acquisition</b>	Acquiring wealth and resources, creating a sense of worth through what you have
	<b>Recognition</b>	Feeling respected by others, gaining a sense of worth through being valued for your contribution
	<b>Well-being</b>	Need to have a healthy, safe and balanced work life
	<b>Supporting</b>	Supporting and developing people, taking satisfaction from investing in others and seeing them grow
	<b>Personal Growth</b>	Growing and developing as an individual through work, gaining intrinsic fulfilment
	<b>Professionalism</b>	Doing things to a high standard of professionalism and quality
	<b>Positive Impact</b>	Making a difference to the wider community/world
	<b>Service</b>	Delivering a great service to customers, providing elegant solutions that meet and exceed expectations
	<b>Learning</b>	Intellectual curiosity and enjoying the task of learning how to do things better or more effectively
Cold spots	<b>Authority</b>	Being in control and gaining a sense of worth from seniority
	<b>Autonomy</b>	Having the freedom and autonomy to decide how things are done
	<b>Achieving</b>	Meeting challenging goals and targets
	<b>Pioneering</b>	Taking the initiative in finding creative new approaches and putting them into practice

# Key drives

This page provides information about which aspects of your work are most and least important to you.

Think about how your needs are satisfied in your current working environment and how you might seek further opportunities for fulfilment.

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## Hot spots

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### Stimulation

You place great importance on being with like-minded people who socially stimulate you and with whom you can express yourself. You would feel stifled in an environment where you cannot be yourself and get social stimulation from your colleagues. You will operate most effectively in an organisation that recognises the importance of a good rapport.

### Security

You place a very strong value on consistency and stability in the workplace. You feel most assured in an established organisation that can provide clarity and certainty to your future. You would be stressed by a rapidly changing environment.

### Affiliation

You rely on your colleagues for social support and a sense of belonging at work. You help bond a team and create a feeling of team membership in the workplace by frequent interactions with them. You will feel isolated working in a team where colleagues do not work together closely.

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## Cold spots

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### Pioneering

You do not have a great need to be given space to think about how things can be improved. You would rather be told how to do things so that you can simply get on with them and get your work done. You might see questioning existing processes as a waste of time that could be spent doing work.

### Achieving

You probably find stretching goals and targets a source of pressure rather than being excited by them, sometimes feeling stretched beyond where you are comfortable. You are not likely to feel the need to compete with others and may even withdraw in such situations.

### Autonomy

You are likely to be comfortable working within a structured environment where work follows clearly defined processes, rather than having a strong need to make your own decisions about how tasks should be approached. You probably don't enjoy being left to your own devices with little direction or interaction, preferring structure and set objectives.



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