

PexiScore Assessments

Adding value to careers



PexiScore Motivation At Work Assessment Report

Name Of Candidate : piyush sanadhya

Job Code : ROGSOF0718214

Assessment Date : 23/10/2018

For : rogs

This report is transmitted for the sole purpose of assessment of the candidate for job roles as described and provided during creation of the Job Description and as per Job Code requirements for a specific job role only. The report may be used by the user or the Organisation represented by the user in full or part without changing the content, context, score/s and meaning, and after full verification of information enumerated below and provided for by the candidate in the website www.pexiscore.com for the current job role under the specific Job Code. PexiScore retains the right to publish, use all or parts of the report. This report in part or in its entirety may be published, circulated or distributed in print or any other form or function only if due credit is provided with commercial rights approval by the owners of PexiScore.com

? How to read report

Motivation At Work

» Motivation is a set of individual traits that influence work behavior rationale. Individuals are motivated to deliver results based on their Primary and Secondary motivations. These are further classified into Intrinsic and Extrinsic motivational factors.

» **Intrinsic Factors :** Factors which are internally sprung or caused due to internalising and knowledge rationale.

- 1. Creativity/Independence
- 2. Service/functional Excellence
- **Ideal Job Roles :** Research, Engineering, Analytics, backend-support, technical and product development.

» **Extrinsic Factors :** Factors which are supported by external influences and have high dependency on self-motivation.

- 1. Power/Wealth Creation
- 2. Social Acceptance
- 3. Job Security
- **Ideal Job Roles :** Sales, Strategy, People Management, Marketing, Team leading roles.

» We split the motivating factors of each candidate into top two/three sections of Primary and Secondary motivations.

» A single primary and a single secondary motivating factor : Shows clear objectives of work motivation.

» Two primary motivating factors : Strong personality influence and needs to be mapped to Intrinsic or Extrinsic factors to understand job role fitment.

» A single primary and two secondary Motivating factors : The primary motivation is clearly pronounced but highlights flexibility to adapt to changing job roles for the selected motivational factors.

» Brief about the candidate: This section describes what and how the candidate defines factors of Work Motivation including Time vs. Vision approach. This should be read in sync with the motivation factors to arrive at job roles depending on job role hierarchy.

Primary Motivation	Secondary Motivation	Secondary Motivation
<p><u>Social Acceptance</u></p> <p>Have lots of social contacts</p> <p>Make friends</p> <p>Collaborate</p>	<p><u>Security</u></p> <p>Stable employer</p> <p>Security</p>	<p><u>Creative/Independence</u></p> <p>Design</p> <p>Freedom</p>

»» The candidate has one Primary and two Secondary Motivations.

- Primary → Social Acceptance
- Secondary → Security
- Secondary → Creative/Independence

Know more about the Applicant

- »» The candidate seems to have limited experience in job functions which involve multitasking or ambiguity.
- »» The candidate considers 1 month to be the ideal time to accomplish a short term goal. The candidate might be better suited to roles involving monthly targets on a continuous basis.
- »» The candidate likes being given decision making authority but may not always be open to suggestions and may not be comfortable with authority.
- »» The candidate considers 1 year to be the ideal time to accomplish a mid term goal. The candidate might be better suited to roles involving annual targets.
- »» The candidate does not believe in the necessity of maintaining high moral standards while doing business and may not always give his/her honest opinion while dealing with customers or people s/he reports to.
- »» The candidate considers 1 year to be the ideal time to accomplish a long term goal. This could mean that the candidate likes accomplishing a lot of relatively smaller goals within a short period of time and that s/he does not plan too far ahead into the future. The candidate might be better suited to a role that involves annual targets.
- »» The candidate values learning for experience to solve business problems.

Motivation

Social Acceptance

Extrinsic

The candidate likes work activities that assist others and promotes learning and personal development. Prefers to communicate more than to work with objects, machines, or data. Likes to teach, to give advice, to help, or otherwise be of service to people. Good for roles in support functions.

Feedback for candidate as an Employee

» Allow them to handle large teams with diverse backgrounds. Always ask them for feedback on ground-level improvements related to people.

Interview Question

» Did you ever feel bad that you were not personally recognised by your superiors for team work?

Traits

» Have lots of social contacts

» Make friends

» Collaborate

Motivation Security

Extrinsic

The candidate likes work activities that have to do with starting up and carrying out projects, especially business ventures. Likes persuading and leading people and making decisions. Likes taking risks for profit. Prefer action rather than thought. Good at startup or new department management.

Feedback for candidate as an Employee

- » Ensure rewards and promotions do not discriminate between efforts, capability and targets.

Interview Question

- » What do you fear more; fear of not meeting your targets or fear of losing your job?

Traits

- » Stable employer
- » Security

Motivation Creative/Independence**Intrinsic**

The candidate's interests lie in work activities that deal with the artistic side of things, such as forms, designs, and patterns. Likes self-expression in their work. Would prefer work settings where work can be done without following a clear set of rules.

Feedback for candidate as an Employee

- » Reward them for efforts; provide complex organisational projects to them as mentors.

Interview Question

- » What are the most innovative projects you have handled till date?

Traits

- » Design
- » Freedom

WE THANK YOU FOR CHOOSING **PEXISCORE** FOR YOUR ASSESSMENT.