

# The SHL Motivation Questionnaire (MQ)

In today's economic climate more than ever it is vital to understand and maintain an individual's motivation. The more motivated and engaged your workforce is, the more successful your organisation will become.

## The SHL Motivation Questionnaire helps to identify:

- an individual's strongest motivators
- an individual's strongest demotivators

SHL can also provide a comprehensive list of tips and suggestions for managing the employees' strongest motivators and demotivators at work.

Many organisations still believe that money is the biggest motivator and thus in a downturn economy they struggle to retain their best employees. In fact, other aspects such as recognition and development feature just as highly and are much more cost effective than replacing a member of staff.

## Features of the MQ

- Links to state-of-the-art competency framework
- User-friendly, business relevant reporting
- Reports available for trained and un-trained users
- New candidate report available
- Suitable for use by line managers

## The MQ focuses on:

- Energy and Dynamism: e.g. Achievement, Competition
- Synergy: e.g. Recognition, Personal Growth
- Intrinsic: e.g. Interest, Flexibility
- Extrinsic: e.g. Progression and Status

## Key information:

The MQ is suitable for all levels

A number of report outputs are available for trained users and untrained line managers

A candidate report now available

The MQ profile is available in 18 languages

Available online or via the SHL Bureau

**The Profile Chart - new format!**

The profile chart is the graphical output of the MQ and looks similar to the OPQ Profile Chart. It clearly shows the individual's motivational drivers compared to the selected norm group as well as highlighting any unique scores.

**The Employee Motivation Report - new format!**

Ideal for use by line managers and those concerned with employee's performance and well being, the Employee Motivation Report provides an in-depth and easy-to-understand evaluation of what motivates and de-motivates someone. It also offers a comprehensive list of tips and suggestions for managing the employee's strongest motivators and demotivators.

**The Candidate Motivation Report - now available!**

The Candidate Motivation Report is designed as a feedback report for the individual. It provides an in-depth and easy-to-understand evaluation of an individual's motivators and demotivators at work.

**The Motivation Pack - now available!**

The MQ Report pack consists of the Profile Chart, Employee Motivation Report and the Candidate Report and is a cost effective way of ensuring that your organisation takes a comprehensive approach to understanding what motivates its employees.

**Training**

In addition to the BPS Level B training for expert users, a one-day 'Motivating Others' workshop is available for training and development. Attendees use the event to enhance their understanding of motivation, an important component of line management and, on completion, are well equipped to understand motivation to enhance the performance of their teams.

For more information on the MQ or the OPQ32, visit [www.shl.com](http://www.shl.com)

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