Genos Motivation Assessments

Genos Employee Motivation Assessment

What it is: The Genos Employee Motivation Assessment is a 135-item measure of what motivates people, in four unique areas:

1. **Role**: From dealing with customers to working with numbers, the assessment measures what types of things someone is more and less motivated to do day-to-day. The report produces an Ideal Role Profile.

2. **Manager**: From “directive” to “empowering”, the assessment measures what type of leadership styles are more and less likely to motivate someone. The report produces an Ideal Manager profile.

3. **Team**: From high levels of camaraderie to high levels of ambition, the assessment measures what type of team characteristics are more and less likely to motivate a specific team member. The report produces an Ideal Team profile.

4. **Organisation**: From “entrepreneurial” to “efficiency-focused”, the assessment measures what type of organizational characteristics are more and less likely to motivate someone. The report produces an Ideal Organization profile.

What is it used for: Predominantly to help leaders understand what individually motivates their staff and how to motivate them on that basis. It is also used:

- In recruitment — to ensure candidates motivations are aligned with the work, manager, team and organization they will be working with.
- In career planning — to help individuals consider different roles, managers, teams and organizations their motivational profiles might be suited to.
- In team building — to help create awareness of individual motivational profiles.

How it is completed: It is completed online via our web-enabled assessment platform. It takes approximately 25 minutes to complete, comprising 135 force-choice items.

The key features of this assessment include:

1. **Reliable and valid** — the assessment has been proven to be a valid indicator of workplace motivations predicting important workplace variables such as performance and employee engagement.

2. **Highly practical** — it is one of the only motivation assessments not based on personality or other such psychological constructs, but rather based on workplace factors.

3. **Four key profiles from the one assessment** — The Genos Employee
Motivation assessment is the only assessment on the market that describes what an individual is motivated by in terms of day-to-day job factors, leadership styles, team and organizational characteristics.

**Languages:** English (UK, Australia, USA), and Chinese.