

HRO Motivational Questionnaire

The HRO Motivation Questionnaire (MQ) is designed to help employees and employers explore and understand the conditions that tend to increase or reduce the enthusiasm and motivation of people at work. Based on 15 work related needs – called motivational factors – the questionnaire outlines a comprehensive job motivation profile for each individual participant.

The motivational profile is a snapshot of employee needs as participants perceive them now. It is a dynamic result of comparing desires with conditions currently provided by the work environment.

The motivational profile can serve as a reference material for appraisal, feedback or employee dialog. Such two-way discussion between employees and the organization is very important to define the right objectives and opportunities for people and to maximize the mutual benefit for both parties.

MQ also helps employees to benefit from the scientific research about human motivation. Scientists like Maslow and McClelland discovered that the most successful people share some common characteristics in their motivation: these highly effective people are capable to motivate themselves. They seem to have an internal dynamo that generates energy and enthusiasm, and this motivation carries them through tough times of starting up, hardship, slow development, difficulties, set backs and failures. These motivational factors are called **Intrinsic** motivational factors, opposed to **Extrinsic** motivational factors which come from the outside world. Extrinsic motivation quickly loses its effect, while Intrinsic motivation gives energy on the long run. Employers need to look at both, but the Intrinsic motivation is something that is possible to develop, and that development brings win-win for employees and employers. The HRO Motivational Training Courses provide an effective upgrade of motivational skills.