

Motiva Individual 2 Report

Dr. Zwi Segal

31/05/2018

Results for Dr. Zwi Segal

Test date 31/05/2018

Test time 7 mn

Profile

Male

Year of birth: 1979

Years of professional experience: 33 years

Country: France

Levels

Qualification level: Doctoral or equivalent

Professional status Senior manager

Jobs held

TEST

Qualifications

TEST

Why Motiva

MOTIVA has been created on the basis of recent research findings to do with motivation. It provides an organised understanding of what motivate individuals at work and what causes them to lose their motivation. It also presents the jobs/activities/assignments that are most suitable for them and enables them to increase their chances of finding fulfilment and success in the world of work.

About this report

This report is derived from Motiva questionnaire: these explore professional interests, concrete interests, key areas of motivation and related satisfaction (if measured).

The Motiva questionnaire takes the form of self-assessment carried out by the individual; the results reflect each person's individual profile. Nevertheless, the Motiva questionnaire offers a very high degree of validity and scientific reliability. Over the years, our research shows that the results faithfully represent the way in which individuals are likely to operate in their jobs / employment / activities and professional assignments.

It is important to remember that the information from this questionnaire is potentially sensitive; every effort must be made to ensure it remains confidential.

This report has been generated using the Motiva IT system. It is derived from the individual's results and reflects his/her answers. This report has been digitally generated. Consequently, Motiva cannot guarantee that it has not been altered or modified and cannot be held liable in any such event.

Professional interest profiles



The professional interest profile shows what **Dr. Zwi Segal** would like to do in the world of work. The results show the predominant professional fields of the individual in descending order of correspondence with **Dr. Zwi Segal**.

- Professional fields and job levels that **the individual is most attracted to**.
- Professional fields and job levels that **individual is least attracted to**.
- Professional fields and job levels **rejected by the individual**.

Professional fields

	BUSINESS (BU) Marketing - Purchase and negotiation - Customer service - Sales and commerce - Financial strategy	19%		19%
	NATURE (NA) Nature and biodiversity protection - Environmental management and development - Work with animals	19%		19%
	KNOWLEDGE (KN) Rights protection - Education and training - Corporate consulting	13%		4%
	Science (SC) Physics and chemistry - Conception, study - Mathematics, statistics, data analysis	13%		11%
	ORGANIZATION (OR) Human resources management - Accounting, financial management	10%		8%
	SERVICE (SE) Humanitarian aid and assistance - Advices to people	10%		12%
	TECHNOLOGY (ET) Machine installation and maintenance - Computer science and electrical engineering - Manufacturing, construction	10%		15%
	ARTISTIC (AR) Entertainment industry and performing arts - Artistic creation	6%		12%

Actionable interests profile



The actionable interests profile shows what **Dr. Zwi Segal** wants and feels capable of doing in the working world. This profile consists of 8 professional fields which are presented in descending order of correspondence with **Dr. Zwi Segal**.

- Professional fields and job levels that **the individual is most attracted to**.
- Professional fields and job levels that **individual is least attracted to**.
- Professional fields and job levels **rejected by the individual**.

Professional fields

	BUSINESS (BU) Purchase and negotiation - Marketing - Customer service - Sales and commerce	19%		19%
	NATURE (NA) Nature and biodiversity protection - Environmental management and development - Work with animals	19%		19%
	TECHNOLOGY (ET) Manufacturing, construction - Machine Installation and maintenance - Computer science and electrical engineering	15%		10%
	ARTISTIC (AR) Entertainment industry and performing arts - Artistic creation	12%		6%
	SERVICE (SE) Advices to people - Humanitarian aid and assistance	12%		10%
	Science (SC) Physics and chemistry - Conception, study	11%		13%
	ORGANIZATION (OR) Accounting, financial management - Human resources management	8%		10%
	KNOWLEDGE (KN) Education and training	4%		13%

Key motivations and satisfaction



The left-hand column presents the key motivations relating to an individual's ideal job, ideal position, ideal enterprise and life values. This profile corresponds to their personal results and the combination of his/her key motivations: it is unique, and particular to him/her.

- The right-hand column** shows their current level of satisfaction with respect to his/her key motivations.
- The most unsatisfied motivations – to be dealt with as a priority
 - Unsatisfied motivations – to be considered as a second priority
 - Slightly unsatisfied motivations – the individual can still improve
 - Fully satisfied motivations – to be maintained

Key motivations of the individual: job		Current satisfaction				55%
1	Not moving living elsewhere		-	+	++	
2	Physical activity	--	-	+	++	
3	Calling on many different interests	--	-	+	++	

Key areas of motivation for the individual with respect to work activities		Current satisfaction				44%
1	Working alone	--	-	+	++	
2	Being creative and innovative	--	-	+	++	
3	Work face to face with their colleagues		-	+	++	

Key areas of motivation for the individual with respect to the enterprise		Current satisfaction				33%
1	Large, stable and reassuring		-	+	++	
2	Working with people who are very demanding in their work	--	-	+	++	
3	Job security	--	-	+	++	

Key areas of motivation for the individual with respect to life values		Current satisfaction				44%
1	Salaried employee	--	-	+	++	
2	Trying new things	--	-	+	++	
3	Being independent	--	-	+	++	



List of jobs



This interactive module presents the jobs most suitable for the Motiva profile of **Dr. Zwi Segal**. The Motiva job database contains over 800 jobs and is updated regularly.

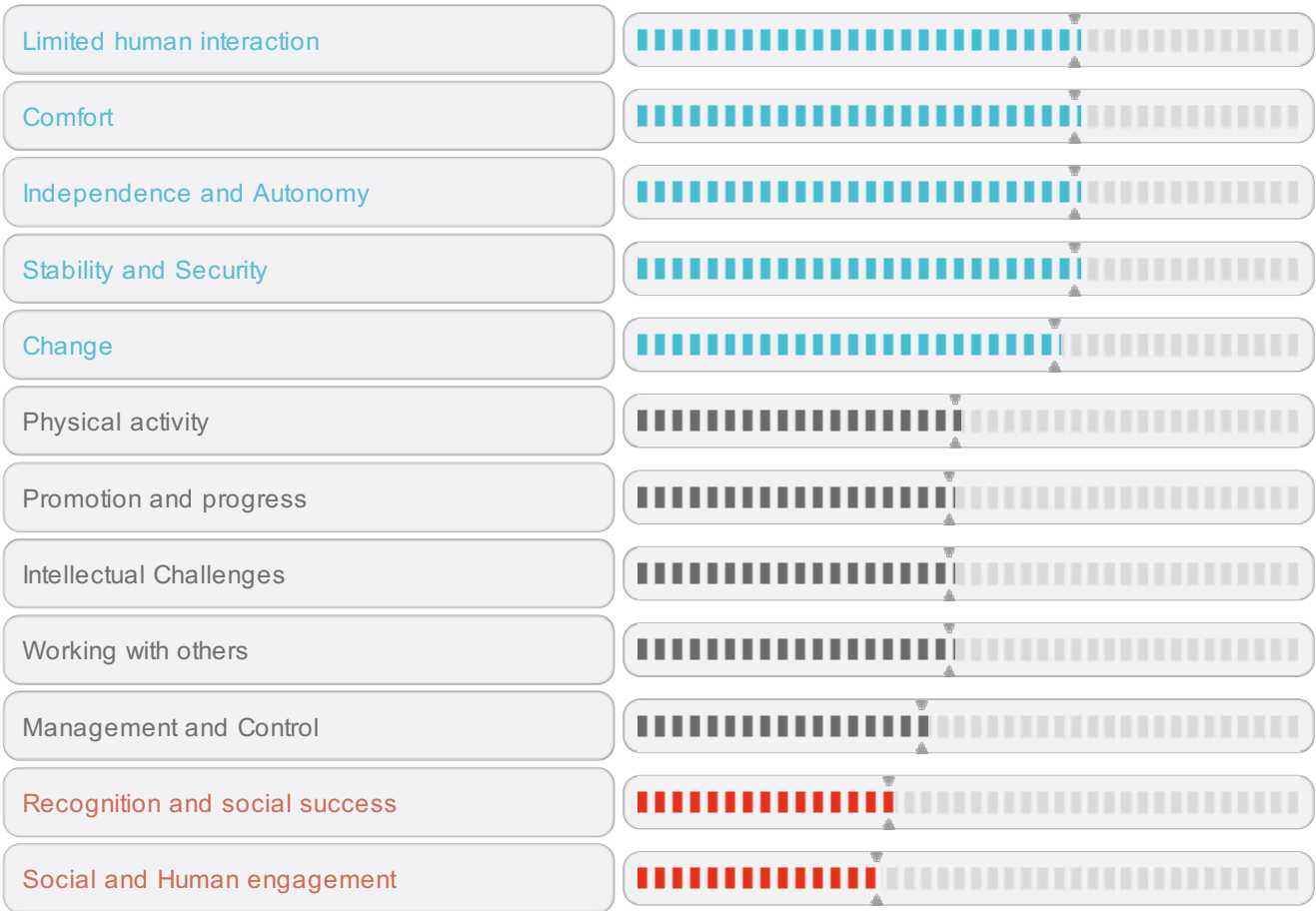
Top 30		
★★★★★	Eco-designer	
★★★★★	Nuclear engineer	
★★★★★	Air conditioning engineer	
★★★★★	Technical and sales engineer	
★★★★★	Oceanographer/Oceanologist	
★★★★★	Renewal energy engineer	
★★★★★	Landscaper	
★★★★★	Hydraulic engineer	
★★★★★	Human resources assistant	
★★★★★	Geologist	
★★★★★	R&D engineer (renewal energy)	NEW
★★★★★	Urban planner	
★★★★★	Environmental biologist	
★★★★★	Ecotoxicologist	
★★★★★	Hydrogeologist	
★★★★★	Training manager	
★★★★★	Environmental psychologist	
★★★★★	IT project manager	
★★★★★	Geophysicist	
★★★★★	Computer engineer	
★★★★★	Environmental scientist	
★★★★★	Business developer	NEW
★★★★★	Managing director	
★★★★★	Geographer	
★★★★★	Petroleum engineer	
★★★★★	Health and Safety Officer	
★★★★★	Wind energy project manager	NEW
★★★★★	Regional manager	
★★★★★	Business coach	NEW

Motivational anchors



Motivational anchors are groups of particular motivations that indicate the major factors of motivation that people are looking for in the world of work. The degree of importance of the 12 motivational anchors for **Dr. Zwi Segal** is presented below.

■ Important for the individual ■ Fairly important for the individual ■ Not important for the individual



Description of motivational anchors

■ Limited human interaction

Motivation based on the need to perform your professional activities alone (whenever possible); to avoid contact with the public and your colleagues, and in general not to have too much human interaction (e.g.: having a job that allows you to work alone, that does not involve working in direct contact with the public; not having a position that calls for teamwork; having human interaction, etc.).

■ Comfort

Motivation based on seeking comfort, ease, and peace and quiet in the world of work (e.g.: having a job that does not involve constant pressure; having a position that allows you to work in a pleasant environment; a job that does not involve being constantly in competition with others; working in a company in which part-time work is possible, etc.).

■ Independence and Autonomy

Motivation based on seeking independence, individual responsibility, and operational autonomy (e.g.: having a position that allows you to be autonomous in your work, that allows you to set your own tasks and working hours; working in a company that encourages teleworking; the desire to be independent, etc.).

■ Stability and Security

Motivation based on seeking professional stability and job security (e.g.: having a job that allows you to perform well-organised tasks; having a position that allows fixed working hours that are known in advance; working in a company that guarantees job security; wanting a salaried contract, etc.).

■ Change

Motivation based on seeking regular change, constant renewal, and frequent travel (e.g.: having a job that allows you to work abroad; a job that offers varied tasks; having a position with the potential for a lot of business trips; working in a dynamic company, etc.).

■ Physical activity

Motivation based on seeking physical activity, manual activities, movement, and physical help for others (e.g.: having a job that involves physical effort; having a position that allows you to be on the move; performing manual activities; having a job that allows you to help others physically; the desire to work with animals, etc.).

■ Promotion and progress

Motivation based on seeking progress in the professional environment, individual development, and hierarchical promotion (e.g.: having a position that allows you to have clear objectives; working in a company that offers regular promotion prospects; working in a company that is recognised for the quality of its management; a desire to earn a lot of money, etc.).

■ Intellectual Challenges

Motivation based on seeking challenges, creativeness, innovation (e.g.: having a job that provides intellectual stimulation; having a job that allows you to create and innovate; having a position that allows you to meet interesting people; having a position that offers constant challenges, etc.).

■ Working with others

Motivation based on seeking interaction with others, teamwork, communication, and working with the public (e.g.: having a job that allows contact with the public, having a position that allows for teamwork; developing your social network; working in a company that allows you to interact with your outside network of contacts; a desire for human interaction, etc.).

■ Management and Control

Motivation based on seeking power, authority, controlling others, and active management of your professional environment (e.g.: accepting a job that involves constant pressure and a position that does not allow you to have fixed working hours; having a position that allows you to manage other people, involves being in competition with others; the desire to be in charge, etc.).

■ Recognition and social success

Motivation based on seeking professional and social recognition, prestige, acclaim, being noticed by others (e.g.: having a position that allows you to be liked by your colleagues; working in a company that allows you to gain quick promotion; the desire to be socially valued, earn a lot of money, be popular and well-known, etc.).

■ Social and Human engagement

Motivation based on seeking others' wellbeing, the importance of social values, and the priority of human values (e.g.: having a position that is useful; working in a socially engaged company; working in a company that enables you to help others progress; having a desire to contribute to others' wellbeing; the desire to save the planet, etc.).

Complete motivational profile



The specific motivations of **Dr. Zwi Segal** are organised into 6 main categories: company style, human interaction, work arrangements, work content, professional needs, and personal needs.



Company style

[3 key motivations](#)



Humain interaction

[1 key motivation](#)



Work arrangements

[3 key motivations](#)



Work content

[1 key motivation](#)



Professional needs

[1 key motivation](#)



Personal needs

[2 key motivations](#)

Company style

Not important	Not very important	Important	Very important
---------------	--------------------	-----------	----------------

Key motivation

An enterprise that offers opportunities for promotions and progress	--	-	+	++
Quick promotion	--	-	+	++
Freedom of expression	--	-	+	++
Protecting human-centred values	--	-	+	++
Features genuine social engagement	--	-	+	++
Large, stable and reassuring	--	-	+	++
Respect and open-mindedness	--	-	+	++
Allows you to work in a pleasant, high-quality physical environment	--	-	+	++
Allows the use of one's skills	--	-	+	++
An enterprise with a warm, friendly culture	--	-	+	++
Working with people who are very demanding in their work	--	-	+	++
Job security	--	-	+	++
Work in a prestigious company	--	-	+	++
Developing a high level of expertise	--	-	+	++
Gives access to the information needed for work	--	-	+	++



Humain interaction

Not important Not very important Important Very important

Key motivation






	Not important	Not very important	Important	Very important
Working alone	--	-	+	++
Having the use of up-to-date work tools	--	-	+	++
Meeting interesting people	--	-	+	++
Communicating with others	--	-	+	++
Expanding social network	--	-	+	++
Managing other people	--	-	+	++
Team work	--	-	+	++
Avoiding conflicts	--	-	+	++
Not subject to constant competition	--	-	+	++
Helping others progress	--	-	+	++
Having Human contacts	--	-	+	++

Work arrangements

Not important Not very important Important Very important

Key motivation

Working abroad	--	-	+	++	
Performance-based pay	--	-	+	++	
Organising one's working hours oneself	--	-	+	++	
Fixed working hours that are known ahead of time	--	-	+	++	
A lot of professional travel	--	-	+	++	
Teleworking	--	-	+	++	
Being independent	--	-	+	++	
Not moving living elsewhere	--	-	+	++	
Part-time work	---	-	+	++	
Guaranteed fixed pay	---	-	+	++	
Salaried employee	--	-	+	++	

Work content

Not important Not very important Important Very important

Key motivation

Fixing and / or repairing	--	-	+	++
Protecting the environment	--	-	+	++
Working with the public	--	-	+	++
Physical activity	--	-	+	++
Building concrete things	--	-	+	++
Working with animals	--	-	+	++
Contributing to the wellbeing of others	--	-	+	++
Working with children	--	-	+	++
Enforcing the law	--	-	+	++
Manual activity	--	-	+	++
Helping others	--	-	+	++



Professional needs

Key motivation

Not important	Not very important	Important	Very important
---------------	--------------------	-----------	----------------

Organised work tasks	--	-	+	++
Constant challenges	--	-	+	++
Direct responsibility for the result of one's work	--	-	+	++
In agreement with one's values	--	-	+	++
Varied work tasks	--	-	+	++
Calling on many different interests	--	-	+	++
Is meaningful and useful	--	-	+	++
Achieving personal development	--	-	+	++
Having regular training	--	-	+	++
Being autonomous	--	-	+	++
Clear objectives	--	-	+	++
Not staying in the same place	--	-	+	++
Recognition by one's superiors	--	-	+	++



Personal needs

Not important	Not very important	Important	Very important
---------------	--------------------	-----------	----------------

Key motivation

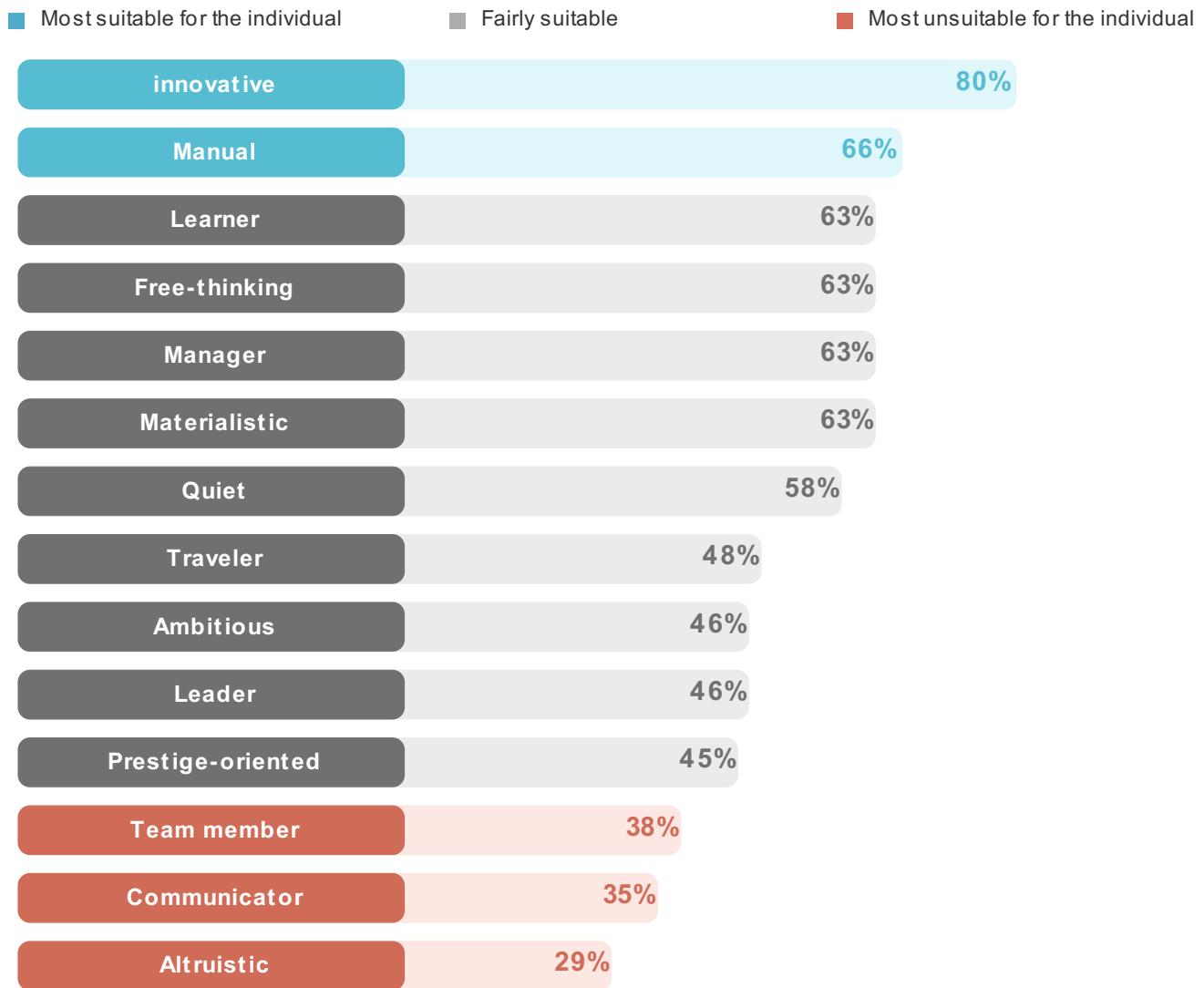
Being stimulated intellectually	--	-	+	++
Trying new things	--	-	+	++
To be popular and well-known	--	-	+	++
Being in control	--	-	+	++
Doing what you enjoy	--	-	+	++
Earning a lot of money	--	-	+	++
Feeling useful	--	-	+	++
Not having constant pressure	--	-	+	++
Not subject to constant stress	--	-	+	++
Having social and public recognition	--	-	+	++
Enjoying life	--	-	+	++
Being creative and innovative	--	-	+	++



Professional styles



These professional styles have been determined on the basis of general and key motivations. They reveal the characteristics the individual seeks to satisfy during his/her career.



Descriptions of professional styles

◆ innovative

The main needs for this professional style are creating and innovating, having varied tasks, and meeting interesting people

◆ Manual

The main needs for this professional style are: engaging in manual and physical activity, fixing or repairing things, and making tangible things

◆ Learner

The main needs for this professional style are: receiving regular training, being stimulated intellectually, being faced with missions requiring a number of different interests, having constant challenges, etc.

◆ Free-thinking

The main needs for this professional style are: being able to be autonomous in one's work, organising one's own working hours, teleworking, having free time to enjoy life

◆ Manager

The main needs for this professional style are managing other people, being in control, and having direct responsibility for the result of one's work

◆ Materialistic

The main needs for this professional style are earning a lot of money, no matter the moral or social cost, and being rewarded for one's efforts

◆ Quiet

The main needs for this professional style are: having fixed working hours that are known in advance, having clear objectives, and having no stress, pressure, or conflicts

◆ Traveler

The main needs for this professional style are: meeting new people and seeing new places through professional trips or stays abroad, experiencing change on a regular basis

◆ Ambitious

The main needs for this professional style are: gaining quick, regular promotions, being recognised by one's superiors, having the feeling of moving forward and making progress in life

◆ Leader

The main needs for this professional style are having constant challenges, helping others to progress, and being socially valued and recognised

◆ Prestige-oriented

The main needs for this professional style are being popular, known and recognised, working in a prestigious workplace, and being liked by others

◆ Team member

The main needs for this professional style are: teamwork, communicating with others, being appreciated by one's colleagues and having human interaction

◆ Communicator

The main needs for this professional style are communicating with others, having human interaction, developing one's social network, working with modern collaborative tools, having access to and being able to interact with one's network of contacts outside the company, etc.

◆ Altruistic

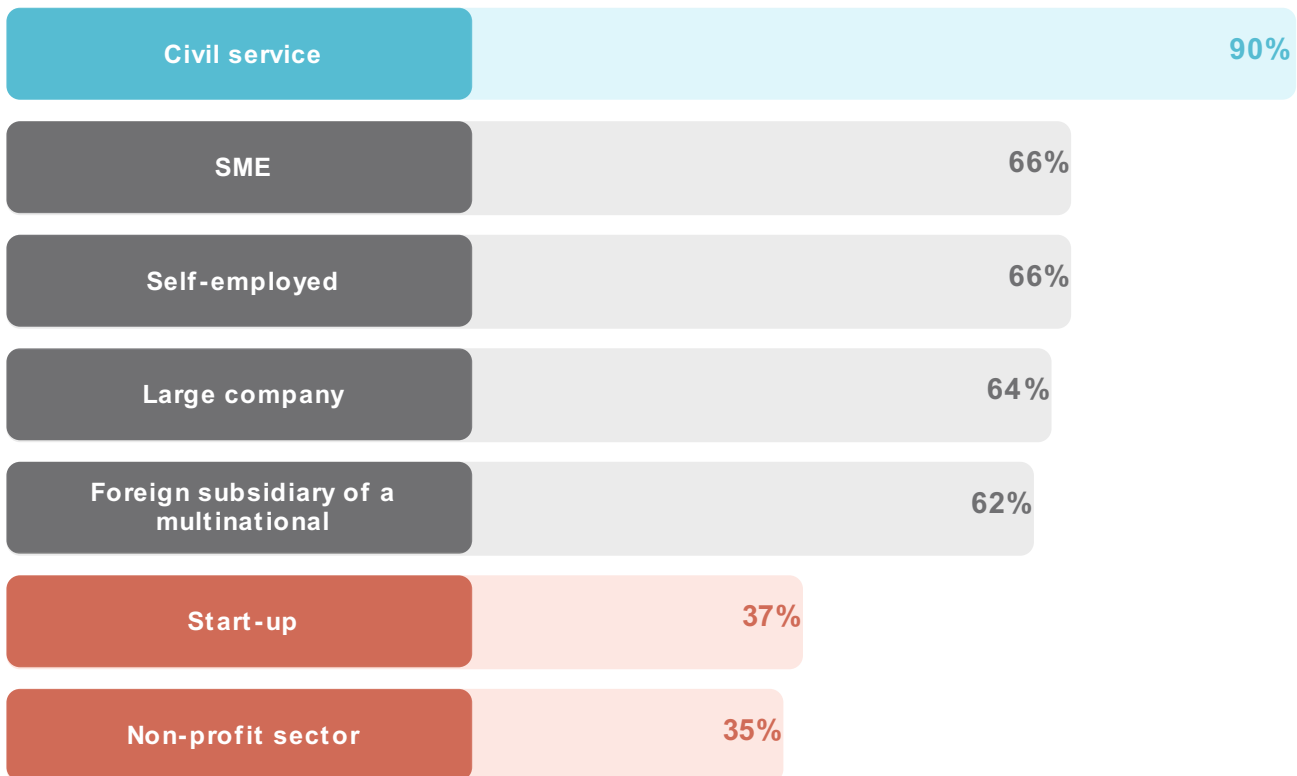
The main needs for this professional style are: helping and protecting others or animals, being consistent with one's values, doing what one enjoys (even if this means earning less money)

Company Style



These types of enterprise have been determined on the basis of general and key motivations. They reveal the company style best suited to the individual's motivational profile.

■ Most suitable for the individual
 ■ Fairly suitable
■ Most unsuitable for the individual



Description of company styles

◆ Civil service

The main motivations for working in public service are: an interest in serving others and public service missions, job security, guaranteed income, having working times that are known in advance

◆ SME

The main motivations for working in an SME are: working in a warm, friendly atmosphere, not having to leave the place one lives, and being appreciated by one's colleagues

◆ Self-employed

The main motivations for being self-employed are: independence, having direct responsibility for the results of one's work, and being autonomous

◆ Large company

The main motivations for working in a large company are: working in a large, stable, reassuring company, having regular promotions, and working in a pleasant, high-quality physical environment

◆ Foreign subsidiary of a multinational

The main motivations for working in a foreign subsidiary are: the possibility of working abroad, teleworking using social technologies, and communicating with others

◆ Start-up

The main motivations for working in a startup are: being able to work in a small, dynamic, innovative organisation, working in a team, and having the opportunity to move up the ladder quickly

◆ Non-profit sector

The main motivations for working in the non-profit sector (associations, cooperatives, social enterprises, NGOs, etc.) are: social engagement, being able to help others, saving the planet, feeling useful, and having a meaningful role

Synthesis of results

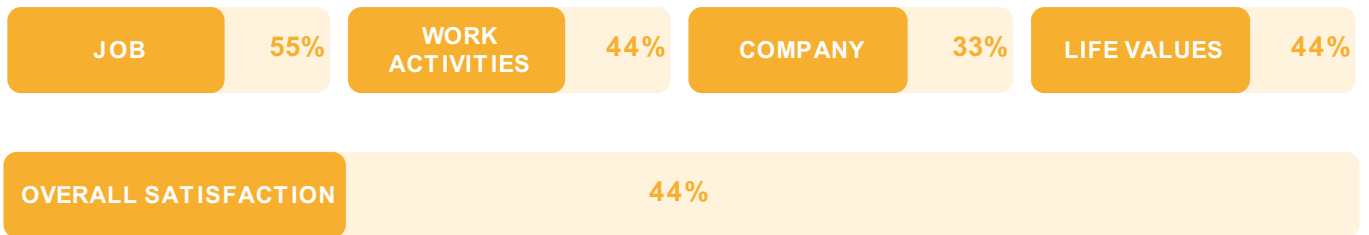
✓ Actionable interests profile

👍 Key motivations

JOB	Not moving living elsewhere	Physical activity	Calling on many different interests
WORK ACTIVITIES	Working alone	Being creative and innovative	Work face to face with their colleagues
COMPANY	Large, stable and reassuring	Working with people who are very demanding in their work	Job security
LIFE VALUES	Salaried employee	Trying new things	Being independent

* motivation scored as important

📊 Level of satisfaction for key motivations



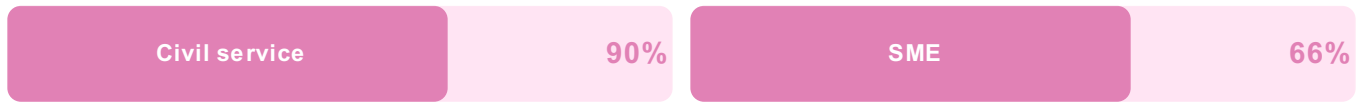
⚓ Motivational anchors



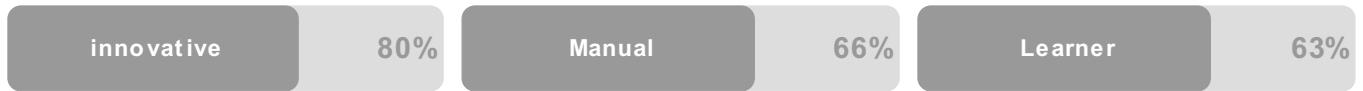
Synthesis of results



Company styles



Professional styles



Most suitable jobs

