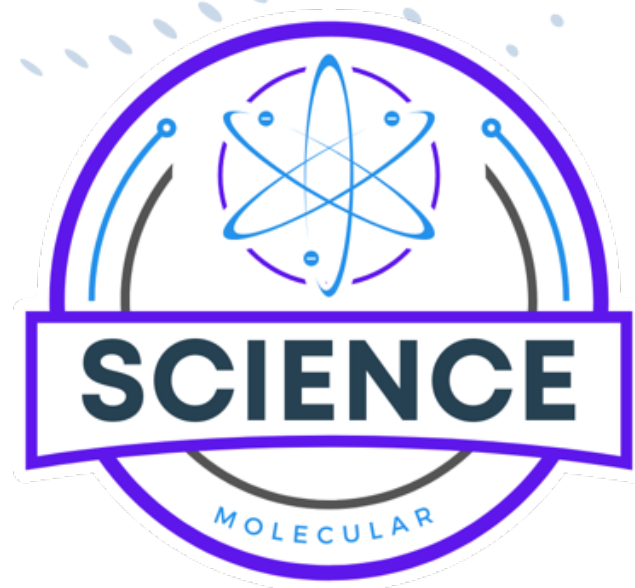


MOTIVERx

Personal Insight Report

Report for: Jessica Sample
Company: Science Molecular
Assessment Date: April 1, 2025



Motivation Prescription

Welcome to Your Motivation Insights



Thank you for investing time in your motivation insights and taking steps to create a work environment that drives your engagement, productivity and overall fulfillment.

The MotiveX Motivation Assessment analyzes what drives employee motivation, identifying how well employees' ideal motivators align with their current workplace experiences. It highlights areas of motivational gaps or overloads, offering actionable insights and recommendations for enhanced alignment.

Introduction

Understanding your motivation is essential for fostering engagement and productivity. Aligning the current workplace experience with highly desired motivators is proven to boost performance, improve retention, and strengthen your engagement.

Understanding the 5-Point Likert Scale

This report uses a 5-point Likert scale to measure two motivational states:

- **Ideal Motivation Level:** How much an employee ideally wants a specific motivator (e.g., Recognition, Collaboration) in their work environment.
- **Current Motivation Level:** The extent to which an employee perceives this motivator to exist in their current work environment.

Each motivator is rated on a scale of 1 to 5 (1 = Very Low, 5 = Very High).

Interpreting Motivational Alignment, Gap, or Overload

With this report, you gain a clear view of the level of your motivational alignment, enabling you to make decisions that enhance both individual engagement and team performance.

- **Motivation Alignment:** When Ideal and Current ratings are similar (e.g., Ideal = 4, Current = 4), the employee's motivational needs are well met.
- **Motivation Gap:** When Ideal is higher than Current (e.g., Ideal = 5, Current = 3), the employee desires more of this motivator, which signaling potential disengagement. You may or may not have gaps present in your report based on how you responded to the questions.
- **Motivation Overload:** When Current Motivation levels exceeds Ideal Motivation Levels (e.g., Ideal = 3, Current = 5), the employee is experiencing more of this motivator than they desire, which can lead to stress and/or burnout. You may or may not have overload present in your report based on how you responded to the questions.

Introduction to The MotiveRx Motivators



Altruism: The drive to assist and uplift others within the workplace.

- **Key Behaviors:** Mentoring, supporting colleagues, contributing to team success, and enhancing group morale.
- **Ideal Environment:** Collaborative teams where helping others is encouraged and valued.



Autonomy: The need for self-direction and independence in work.

- **Key Behaviors:** Setting personal goals, choosing methods for task completion, and thriving in less restrictive work environments.
- **Ideal Environment:** Flexible settings that empower individual choice and limit unnecessary oversight.



Collaboration: The motivation to work cohesively with others toward shared goals.

- **Key Behaviors:** Engaging in teamwork, fostering strong relationships, and participating actively in group problem-solving.
- **Ideal Environment:** Team-oriented workplaces where cooperation and relationship-building are prioritized.



Influence: The desire to impact organizational decisions meaningfully.

- **Key Behaviors:** Participating in decision-making, shaping policies, and engaging in strategic discussions.
- **Ideal Environment:** Inclusive workplaces where employee voices are valued, and input is solicited.



Innovation: The drive to create, experiment, and bring new ideas to life.

- **Key Behaviors:** Proposing creative solutions, experimenting with new methods, and valuing imagination in work tasks.
- **Ideal Environment:** Innovative workplaces that support risk-taking and encourage the exploration of new ideas.



Learning: The motivation to continuously acquire new skills and knowledge.

- **Key Behaviors:** Seeking growth opportunities, engaging in training, and pursuing skill advancement.
- **Ideal Environment:** Learning-focused settings that offer training programs, mentorship, and room for professional development.



Ownership: The drive to take responsibility and ensure project completion.

- **Key Behaviors:** Taking initiative, assuming responsibility, and valuing projects from start to finish.
- **Ideal Environment:** Environments where employees are given accountability and can oversee projects entirely.



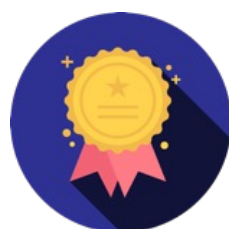
Purpose: The motivation to align one's work with personal & organizational values.

- **Key Behaviors:** Connecting daily tasks to a broader mission, staying committed to organizational goals, and deriving meaning from work.
- **Ideal Environment:** Purpose-driven organizations where employees can see the impact of their contributions.



Rationality: The motivation for decision-making grounded in logic and evidence.

- **Key Behaviors:** Using data for problem-solving, preferring analytical approaches, and valuing factual, rather than emotional, reasoning.
- **Ideal Environment:** Structured settings where clear data and objective decision-making are emphasized.



Recognition: The need for acknowledgment and appreciation for contributions.

- **Key Behaviors:** Celebrating achievements, valuing regular feedback, and seeking or giving validation for good work.
- **Ideal Environment:** Recognition-oriented environments that celebrate accomplishments and consistently value employee contributions.

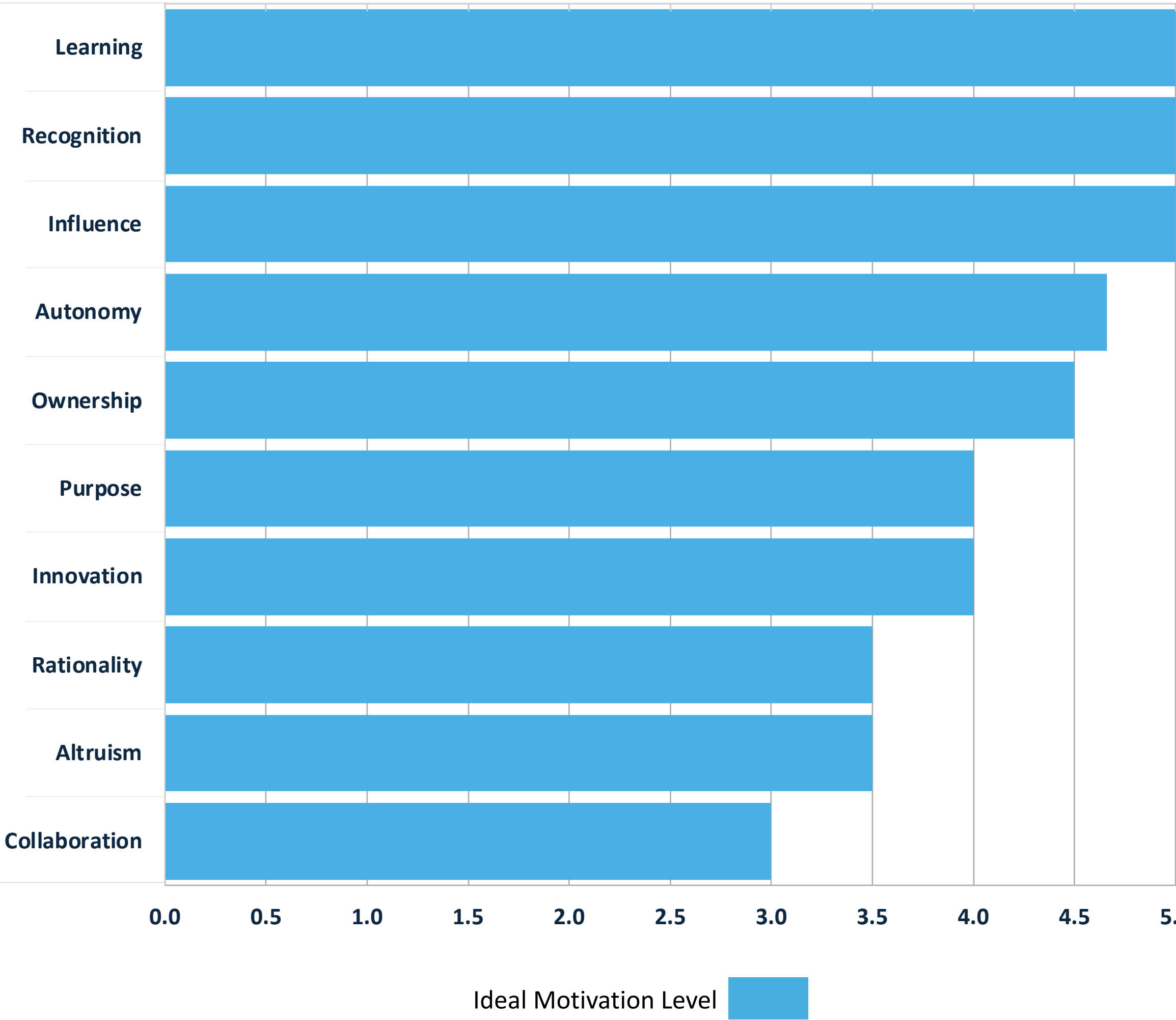
Understanding Your Ideal Motivation

Your Ideal Motivation chart below reveals the ten MotiveRx motivational drivers ranked in order of how much each one matters to you in your ideal or desired work environment.

Each motivational driver is rated on a Likert scale from 1 to 5:

- 1 = motivator has no importance in your ideal work environment and could serve as a detractor.
- 2 = motivator has minor importance in your ideal work environment
- 3 = motivator has moderate importance in your ideal work environment
- 4 = motivator has importance in your ideal work environment..
- 5 = motivator has high importance and plays a major role in keeping you engaged and fulfilled.

This chart reflects what drives you most at work. The higher the motivator is on the list, the more it likely influences your sense of fulfillment and commitment in your role. Understanding your top motivators will help you align with your needs, make the most of development opportunities, and shape a career path that feels rewarding and meaningful.



Understanding Your Motivation Insights

The chart below provides insight into how well your current work environment aligns with your ideal motivators. It’s organized into three areas and sorted by the degree of the gap, alignment and/or overload:

Alignment:

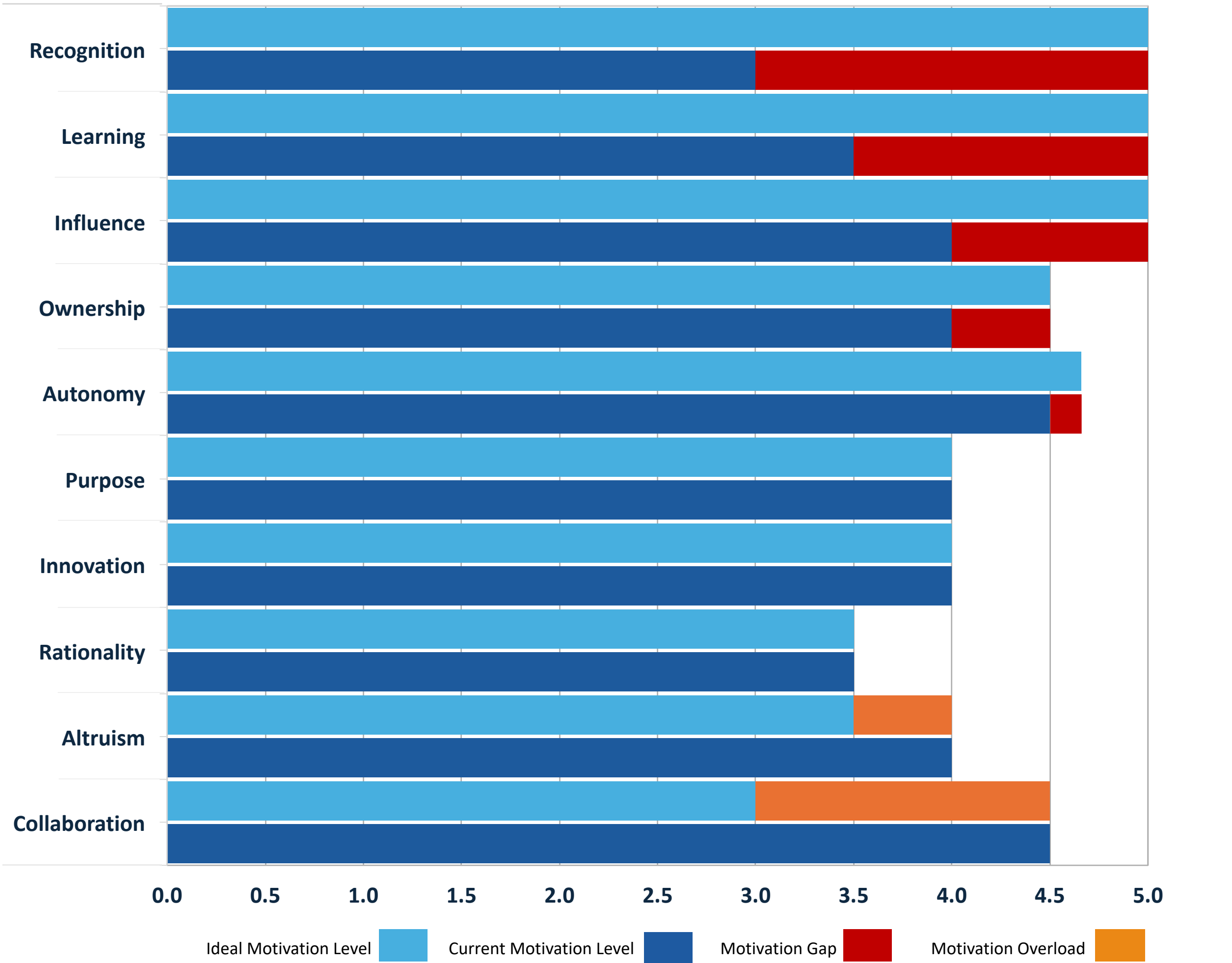
- Shows where your current work environment meets your ideal motivational level.
- This indicates your needs are well supported, helping you stay engaged in their role.

Motivational Gap:

- Highlights areas where there’s less motivation than desired. A gap exists between what you ideally want and what you’re currently experiencing.
- These gaps indicate where more support or resources will enhance your motivation.

Motivational Overload:

- Indicates you are experiencing more of a motivator than desired, which can lead to stress or burnout.
- The overload indicates where less emphasis on the motivator will enhance your motivation.

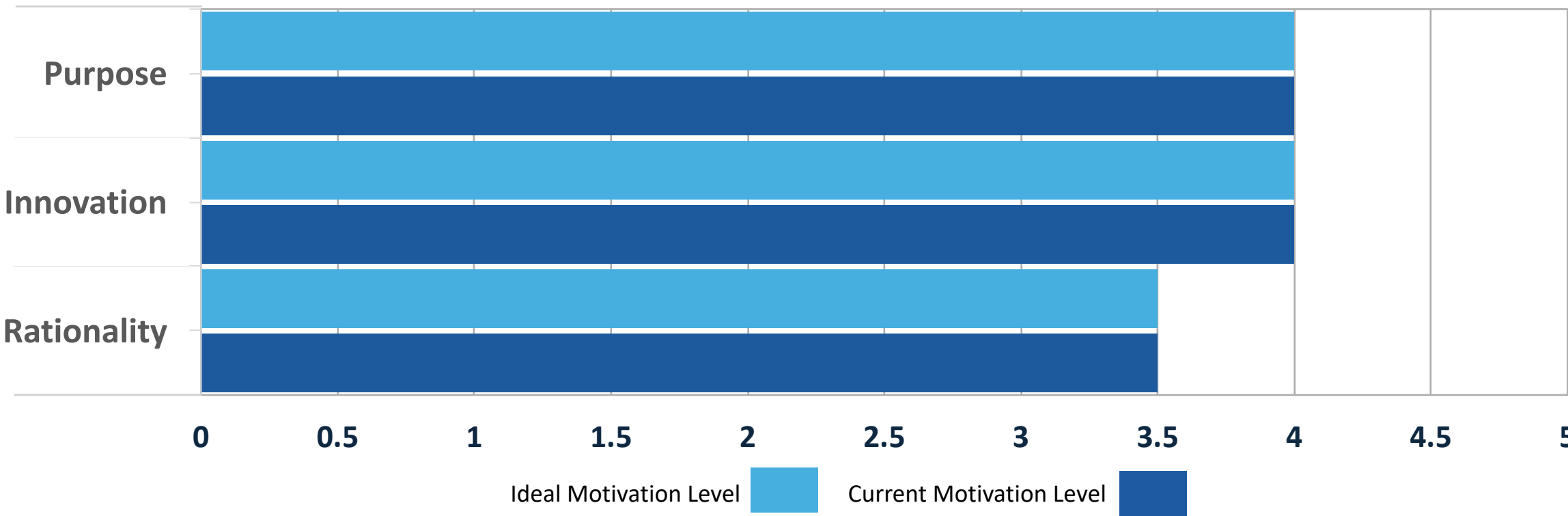


Understanding Your Motivational Alignment

The chart below provides insight into how well your current work environment aligns with your ideal motivators.

Alignment:

- Shows where your current work environment meets your ideal motivational level.
- Indicates your needs are well supported, helping you stay engaged in your role.



Maintain Alignment

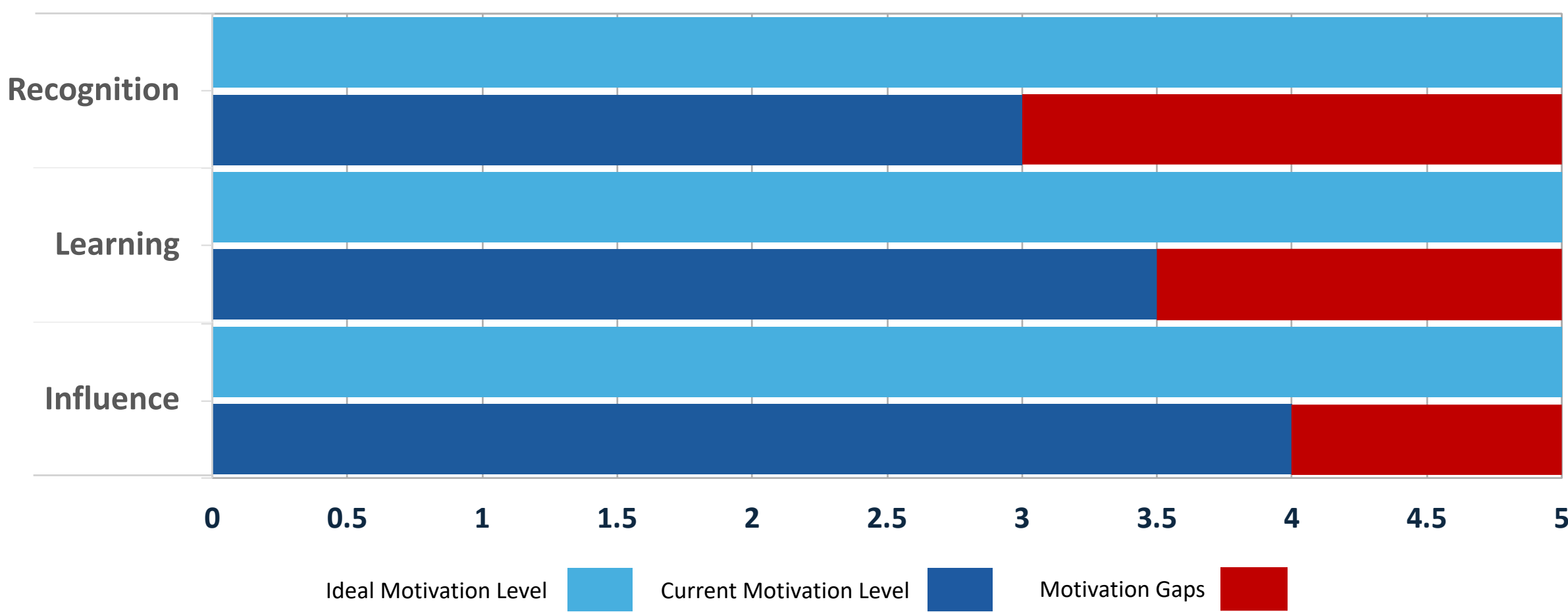
Maintaining alignment with your motivators requires self-awareness, intentional action, and a supportive environment. Here are practical strategies to stay connected to your motivators with your manager and remain aligned over time, without risking gaps (lack of motivation) or overload (burnout):




- Regular self-reflection and goal setting:** Motivators can evolve as personal and professional circumstances change. Regular reflection ensures alignment with current priorities.
 - Set aside time (monthly or quarterly) to review your core values, interests, and career goals.
 - Ask yourself questions like, "What energizes me at work?" and "Am I focusing on tasks that align with my strengths and passions?"
 - Adjust your goals to reflect these insights, ensuring they are meaningful and achievable.
- Build a supportive work environment:** A positive environment reinforces intrinsic motivators and reduces external stressors that can misalign priorities.
 - Cultivate relationships with colleagues and mentors who inspire and support you.
 - Create boundaries to protect your time and energy for tasks that align with your values.
 - Provide and seek feedback to ensure your work remains impactful and meaningful.
- Intentionally seek opportunities for growth and alignment:** Continuous learning and alignment with roles that match your motivators keep work engaging and fulfilling.
 - Advocate for projects, tasks, or responsibilities that excite you and align with your intrinsic motivators.
 - Look for development opportunities, such as training programs or mentorship, to support personal and professional growth.
 - Regularly communicate with your manager about your career aspirations and how your current role can support them.

Your Top Motivation Gaps

The chart below shows a comparison between what motivates you in your ideal work environment (represented by **light blue**) and what you perceive exists in your current work environment (represented by **dark blue**). The Motivation Gaps (represented by **red**) reveal the extent of the motivational misalignment you are experiencing.

We encourage you to monitor all gaps that exist with a primary focus on the top gaps noted below.



Driver	Impact
<div>Recognition</div> <div></div>	Lack of acknowledgment, making it harder to see personal impact.
<div>Learning</div> <div></div>	Lack of new challenges, making growth and skill development more difficult.
<div>Influence</div> <div></div>	Feeling undervalued and unheard, affecting confidence in contributions.

Top Motivation Gaps – Activation Recommendations

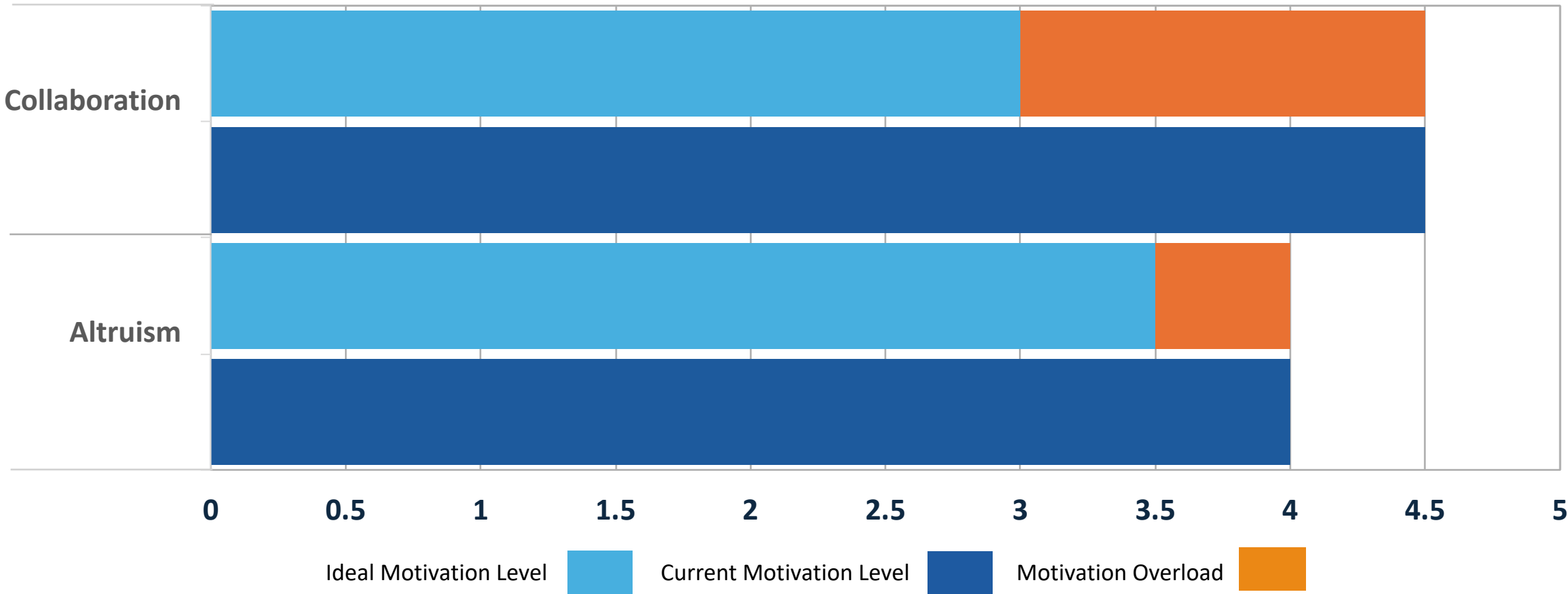
The activation recommendations below contain the top three actions you can take to reduce the gap. Review the suggestions below to generate ideas that are relevant to your role, organization and needs and formalize goals to reduce the gaps.

Gap	Employee Recommendations
<div>Recognition</div> <div></div>	<ul style="list-style-type: none">• Openly seek feedback. Have open discussions with your manager to understand how recognition is given in your organization and identify areas where your contributions may be overlooked or need to be adjusted. Ask for actionable feedback on improving visibility.• Take initiative and volunteer for new challenges. Seek out opportunities to take on new responsibilities, volunteer for cross-functional projects, or lead initiatives where you can add value and make it easier for managers and peers to recognize your contributions.• Communicate achievements effectively. Don't be afraid to share your successes with your manager or team, especially when they have a significant impact. Frame your accomplishments in terms of how they contribute to the team or company's goals.
<div>Learning</div> <div></div>	<ul style="list-style-type: none">• Evaluate your learning style and set clear goals: Reflect on how you learn best—hands-on experience, visuals, or collaboration—and identify projects where you gained the most knowledge. Analyze what made those experiences impactful and set actionable goals aligned with your learning preferences. This ensures a purposeful, engaging approach to maximizing your growth.• Incorporate learning into daily activities and ask for feedback: Integrate learning into daily tasks and seek feedback. Identify growth areas, discuss options with your manager, and pursue assignments that align with your goals. Create a plan with check-ins to track progress, apply new knowledge, and adjust based on feedback.• Expand your learning across functions: Seek opportunities to expand your learning by connecting with individuals who create supportive, growth-oriented groups. Collaborate with those who value sharing experiences and exploring diverse perspectives to enhance your knowledge and skills and deepen your understanding of how various functions work together to drive organizational success.
<div>Influence</div> <div></div>	<ul style="list-style-type: none">• Master trust building skills. Develop strong relationships by building trust and rapport with colleagues, leaders, and key stakeholders to establish a network of support and expand influence.• Build collaborative value and give recognition. Understand the needs and objectives of your audience and determine how you can assist in reaching those goals to help others see the value and collaborative nature of your work. Seek ways to acknowledge and celebrate the accomplishments of others.• Discover your voice. Look for opportunities to drive or influence change by volunteering for projects, offering solutions, taking the lead, or promoting initiatives.

Top Motivation Overload(s)

The bar chart below shows a comparison between what motivates you in your ideal work environment (represented by **light blue**) and what you perceive exists in your current work environment (represented by **dark blue**). The Motivation Overload (represented by **orange**) reveals the extent of motivation overload you are experiencing.



We encourage you to monitor all overloads with a primary focus on the top overloads noted below.



Driver	Impact
<div>Collaboration</div> <div></div>	Frequent group interactions may reduce focus time.
<div>Altruism</div> <div></div>	Continuous focus on helping others may lead to exhaustion.

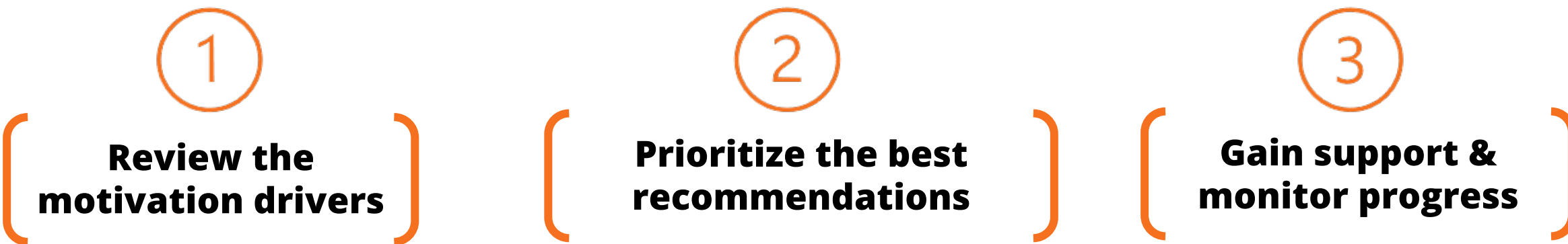
Top Motivation Overloads – Activation Recommendations

The activation recommendations below contain the top actions you can take to reduce motivation overload. Review the suggestions below to generate ideas that are relevant to your role, organization and needs and formalize goals to reduce the overloads.

Overload	Employee Recommendations
<div>Collaboration</div> <div></div>	<ul style="list-style-type: none">• Set boundaries for team involvement: Be proactive in defining the amount of collaborative work you are comfortable with and communicate when your productivity is impacted, and you need time for individual tasks.• Seek independent work opportunities: Balance team projects or meeting participation with individual tasks that allow for deeper focus, personal productivity and add value to your role.• Advocate for focused collaboration when needed: Ask for smaller, more structured team projects or meetings to reduce the complexity and frequency of group interactions when they impact the quality or volume of your work.
<div>Altruism</div> <div></div>	<ul style="list-style-type: none">• Set clear boundaries and prioritize your own work first: Assess how much time you can offer to help others to avoid fatigue, or burnout. Partner with your manager to identify and prioritize assisting in ways that share tasks appropriately that fall outside your agreed priorities.• Build relationships & seek mutual support: Focus on building relationships where helping each other is mutual and balances each other's needs at any given time.• Schedule designated time for your well-being: Make your well-being a priority by intentionally carving out specific time in your schedule for activities that promote physical, mental, and emotional health. Treat this time as non-negotiable, just like any other important work commitment or meeting.

Your Motivation Activation Plan (M.A.P.)

Use the Motivation Insights contained in your report and follow the 3 steps below to reflect on your current work environment and experiences related to your motivational profile. Your goal is to ensure your areas of alignment remain strong, and your gaps and/or overload drivers are prioritized as areas of focus moving forward.



TOP DRIVERS , GAPS & OVERLOADS	PERSONALIZE RECOMMENDATIONS	AGREE ON NEXT STEPS
<div><div>1. ALIGNED motivators indicate your ideal needs and current work are aligned. Circle them in your report and note recent examples where they showed up for you. Treat aligned areas as your "motivation bank", to sustain your engagement while you work on aligning other drivers (gaps/overload).</div><div>2. GAPS indicate what's missing between your needs and current work. Choose 1-2 gaps from your report and identify 1-2 examples from the past month illustrating how they showed up for you.</div><div>3. OVERLOAD indicates overly activated drivers, risking burnout. Choose 1-2 key overloads and identify 1-2 examples from the past month illustrating how they showed up for you.</div></div>	<div><div>1. High impact actions: Review the recommendations provided for your gap and overload areas you selected in step 1. Choose those that will be most impactful and relevant for your current career stage and/or role. You can also use the recommendations to generate other ideas.</div><div>2. Tailor actions to your desired needs and company resources: Include specific examples, such as key programs, possible mentors, coaches, internal/external coursework, initiatives or projects, to connect your desired actions to your recommendations for each focus area.</div><div>3. Set goals & prioritize: Define specific (SMART) goals based on the intentions you've identified and prioritize the goals before you meet with your manager.</div></div>	<div><div>1. Discuss and agree on your final recommendations with your Manager: Engage in an open discussion with your manager, review the prioritized key actions you suggest to address your GAPS and manage OVERLOADS, hear your managers ideas and feedback, and focus on identifying the most practical actions with the highest impact.</div><div>2. Agree on final areas of focus: After you and your manager have had the opportunity to finalize the drivers and actions, agree on specific timelines to be included in your Activation Plan.</div><div>3. Monitor progress with feedback and check-ins: Schedule regular check-ins with your manager (and/or any key individuals involved in your plan) to review progress, receive feedback and adjust as needed.</div></div>



Utilize the recommendations contained in this report to capture ideas you want to explore further.



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