

# MEMC'S 9 DRIVER

## Motivational Analysis

### Product Benefits

- Developing leadership by helping people better understand themselves and what motivates them.
- Helps predict how individuals will perform in a job by identifying whether it will motivate them internally
- It adds value to the existing recruitment process - measuring motivation is an addition to recognizing whether someone will perform, not yet covered by ability and personality testing
- It is quick and easy to complete online, it can be completed within few minutes.
- It helps determine fitment to corporate values and culture

MEMC's 9 driver motivational tools include:

- |                       |                |
|-----------------------|----------------|
| 1. Material Rewards   | 4. Expertise   |
| 2. Power              | 5. Creativity  |
| 3. Search for Meaning | 6. Affiliation |
|                       | 7. Autonomy    |
|                       | 8. Security    |
|                       | 9. Status      |



Motivational Drivers	Motivators and demotivators	How to motivate	Non Motivators
This tab gives a detailed information regarding what motivates an individual among the 9 drivers	Here we can get a list of points which talk about what motivates and demotivates an individual	This will help the individual by telling the various ways in which his skills can be improved	Here we get a list of motivational tools from 9 drivers which don't motivate an individual

Motivational Assessment tool is an exceptionally powerful analyzer of how well people will convert work related abilities and capabilities into performance by identifying an individual's ideal role from a motivational stand point. And unlike ability tests it doesn't measure the reasoning, data interpretation, numerical skills. Motivational Assessment Test uses scientific methodology to discover a person's deep - rooted internal drivers which are difficult to be identified at the time of interview. Then the report generated gives a detailed report about individual's motivational levels and helps to decide whether an individual will perfectly suit for particular job.

## Motivational ASSESSMENT

Basically there are nine motivational drivers:

### 1. Material Rewards

People with material rewards as a career driver take decisions about future work life primarily to enhance their material wellbeing

### 2. Power

People who have power/influence as a career driver take decisions primarily to Increase the extent of their personal control over people and situations

### 3. Search for Meaning

People with the search for meaning as a career driver will take decisions which are explicable only in the context of their personal beliefs and values

### 4. Expertise

People with expertise as a career driver work hard to gain a depth of competence in limited but specified fields and will strive to maintain their specialist capability

### 5. Creativity

People with creativity as a career driver do things which are distinctly different from those which others do, and they want to own the results

### 6. Affiliation

People who have affiliation as a career driver take initiatives to develop deep and fulfilling relationships with others.

### 7. Autonomy

People with autonomy as a career driver act to increase the amount of control they have over their own working lives

### 8. Security

People with security as a career driver take decisions, which help them to feel relaxed about their future.

### 9. Status

People with status as a career driver undertake whatever actions are needed in order to enhance their prestige.

## Product Features

- It assesses the fundamental dimensions of an individuals motivation which will profile any job
- Provides a portrait of both personal and work related characteristics
- The detail report generated will help the company to assess an individual as to what motivates him better for a better performance.

## Tests Offered by MEMC

- **16 style Psychometric Profiling**  
Personality Style profiling test allow to measuring individuals on their personality strengths.
- **Comprehensive Knowledge Test**  
This test is designed to measure the various sources of their Profession either Engineering or MBA
- **9 driver Motivational Analysis**  
This test is designed to effectively measure the various sources of motivation
- **General Knowledge Test**  
This Knowledge test is designed to check user general knowledge and current affairs knowledge.
- **8 Ability Battery Test**  
Ability tests are being used more and more as part of the recruitment process to select individuals for roles
- **Computer Screening Test – Ms Office**  
This test is designed to effectively measure the various MS Office tools knowledge.

### Powered By



The MEMC - CAMI test center allows companies to assess potential and existing employees for a whole range of tests measuring individual on their abilities, motives, personality strengths for more details visit

[Http://www.magnait.com/HRExcellency](http://www.magnait.com/HRExcellency)

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