

EASI

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EASI (13/12/2012)

+ Motivation - Test Taker Report

ABOUT THIS REPORT

TOOL & REPORT

EASI is a Typology describing typical behavioral and/or motivational styles in an occupational setting. This is further described in this report. The following report is generated only from answers given on the EASI questionnaire and doesn't include information given from any other sources. This report is for your own use and is private and confidential.

PURPOSE: INDIVIDUAL DEVELOPMENT

The purpose of this test is to get a firm point of departure for a constructive personal training. The dialogue with the use of EASI can help to focus on strengths and possible areas needing development. In addition it may provide a good opportunity to discuss the aspects that the test taker especially thrives on at work.

ETHICAL CONSIDERATIONS AND TEST TAKER'S RIGHTS

None of the results are to be considered somehow "right" or "definitive", but should always be assessed on the basis of the tasks to be solved in a specific job. The test taker is entitled to have questions about results answered by EASI certified person. The test taker should be informed of the process of which test results are a part and how the results will be used in the process. The test taker should also be told who will be made privy into whatever insights the test reveals.

ACCURACY OF THE REPORT

The behavior and motivation at work may change over time and are partially dependent on the work circumstances. If it has been a while since the test taker last took the test, you should consider whether the contents of this report still apply. The quality of EASI is particularly well documented and grounded in international standards for test quality.

The accuracy of this report very much depends on how honestly and spontaneously the test taker replied.

Questionnaire Completed: 13/12/2012
Year of Birth: 1966
Educational Level: Academic Master degree
Country of Origin: Austria
Current Employment: Middle management
Employment Experience (years): 17
Business Function: Project Management

NORM GROUP

To get a better understanding of the results, the response is compared to those of a norm group. The norm group consists of a representative sample of a business cohort. This is a compilation that takes age, gender, management level, industry etc. into consideration.

Selected Norm: International Norm

MOTIVATIONAL STYLE

All jobs involve duties that must be performed with a certain behaviour, even though we may not like doing them. In most jobs, for instance, there will be times when we have to complete routine tasks with a great deal of care, but which we do not necessarily find particularly stimulating. There may be many reasons to explain our behaviour. We may, for example, exhibit one kind of behaviour solely because others expect it, or because it has become a habit. But our behaviour may also be influenced by needs that are less obvious to those around us: our motivation.

The next section describes your motivational style. The description is based directly on responses to questions about motivation.

YOUR PRIMARY MOTIVATIONAL STYLE: IMPLEMENTER

Most people have a particular motivational style which is most evident. This is known as the Primary Motivational Style. Identifying the Primary Motivational Style allows people to work in a more goal-orientated way towards a career that meets their needs. This ensures greater job satisfaction and productivity.

Your answers to the motivational part of the questionnaire, shows a motivational preference for the Implementer Motivational Style.

ENTHUSIAST

- Exuberance
- Room for feelings
- Outgoing activities
- Affecting others
- Experimenting
- Spontaneity

SUPPORTER

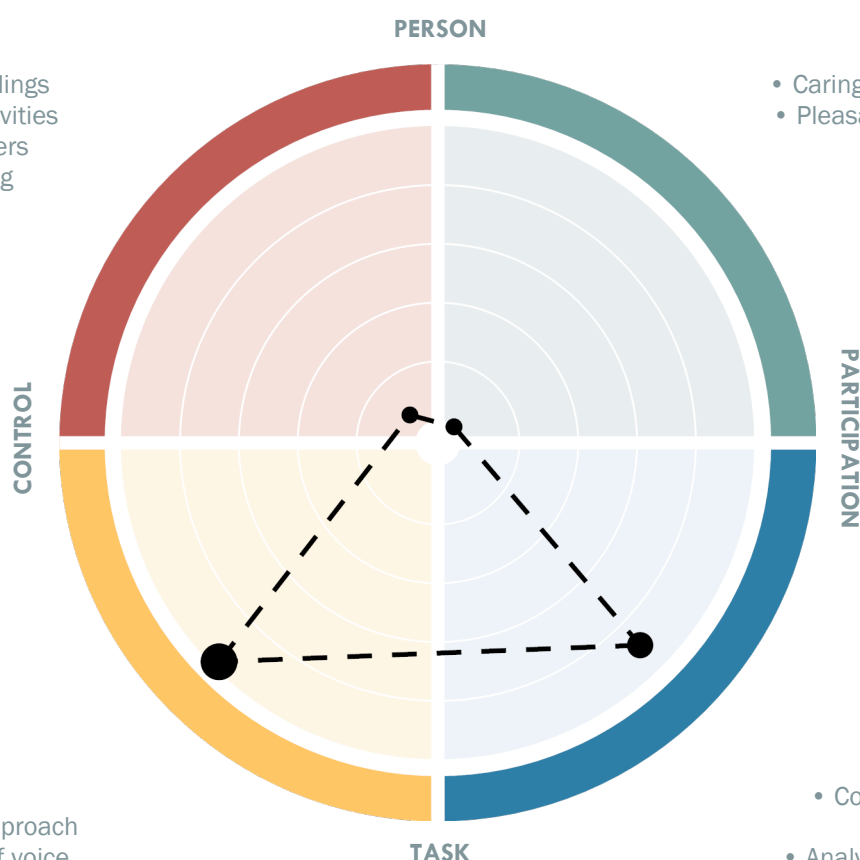
- Sensitivity
- Caring for one another
- Pleasant tone of voice
- Sympathy
- Acceptance
- Presence

IMPLEMENTER

- Control
- Results
- Efficiency
- Pragmatic approach
- Direct tone of voice
- Short path from idea to action

ANALYST

- Deliberation
- Systematism
- Conscientiousness
- Objectivity
- Analysis & evaluation
- Accuracy



WHAT MOTIVATES YOU

It is essential for Implementers' job satisfaction and productivity that they satisfy their great need:

- To be able to compete with others.
- For things around them to function efficiently.
- To convert ideas and thoughts into action.
- To gain rapid control of new situations.
- To have the prospect of promotion.
- To be able to be direct in their communication with others.
- To pursue influence, power and responsibility.
- Of quick and effective decisions.

DEVELOPMENT CATALOGUE

Please select 3-5 development actions from the list below that you want to make the most important in your on-going development. Use the actions you have selected as a basis to complete your development plan.

MOTIVATION

Suggestions on how to increase your motivation:

- ☐ **Slowness:** Use the slower pace to think out new goals instead of becoming restless. When exchanging ideas and opinions is taking up time at meetings, you could introduce a target into the situation, such as: Who can think up the most ideas? To what extent can one idea be expanded and refined? Who can think up the most innovative ideas? Etc.
- ☐ **Sensitivity:** Allow others to talk about their feelings. Even if you are not involved yourself, by allowing your colleagues to discuss their feelings you will often achieve a greater sense of well-being and consequently better results.
- ☐ **Thoroughness:** Obtain the assistance of people who enjoy being meticulous whenever it is important that none of the details are missed. Even if you are not greatly concerned with details, they may conceal important arguments and decision-making data.
- ☐ **Routines:** Move the focus away from boring repetition and look at how the work can be done more intelligently, better, easier, faster, etc. Implementers will probably never enjoy routines; but they can become more efficient at managing routine work.

PLAN OF ACTION

Describe what you will do to become more flexible in your behaviour towards others. Based on your main priorities (see catalogue above) write down your action and the typical situations, where you think that action will make a positive difference:

	PRIORITY 1	PRIORITY 2
GOAL What is the goal for your personal development?		
MOTIVATION Why is this so important to develop?		
MEASUREMENT How can you measure when you have reached your goal? Who will you ask for feedback?		
BARRIERS What barriers keep you from doing it already today?		
OPPORTUNITIES What are your opportunities to overcome these barriers?		
ACTIONS What will be your actions to meet the goal?		
WHEN WILL YOU: - take the first step? - ask for feedback/measure progress?		

When and with whom will you review this plan and follow up on it?

I will follow up on: _____ With: _____