

Dominant source of motivation

“Psychological evaluation of staff” by T. Constantin, Polirom Publishing, 2004

Please read the following statements and note with an "X" your view, in what measure do you agree or disagree with these statements about your professional activity.

1.

	I agree:					
	Never (1)	Rarely (2)	Someti mes (3)	Often (5)	Very often(6)	Always (7)
I'm the one who stimulates, who requires a dynamic within the working group.						
I have initiative when there are required certain changes in the activity organization.						
I believe that in my work I should take a number of responsibilities.						
I obtain better results when it is me the one who organizes and leads an activity.						
I am concerned with assimilating the latest information in the field in which I work.						
It's important for me to know as much as it is possible in the field in which I work.						
I believe that what I do- I have to do it with maximum of competence and fairness.						
In the professional field I believe that I am able to take lucid decisions.						
I like working in an united and harmonious team.						
In developing the professional activity, I like						

to get involved in tasks that require teamwork.						
I like to maintain a pleasant atmosphere within the group that I work with.						
It's important to me to do my job with pleasure.						
I think nowadays it's good to save money.						
I prefer a job that makes me feel safe.						
It's important to have a job that offers me the safetiness of tomorrow.						
For me it is important to have a salary to cover my expenses.						
I take responsibilities related to organizing professional activities.						
I believe I'm able to start and run my own business.						
I am able to assume major responsibilities to a greater extent than others.						
I have the courage to assume the risk imposed by certain situations.						
I know very well my tasks and I do everything possible to fulfill them with maximum efficiency.						
I am able to analyze a situation or problem, weighing the advantages and disadvantages of the proposed solutions.						
In the professional field, decisions must be made with great objectivity.						
For me it is important to fix any problem I'm facing.						

I work better when I collaborate with others.						
For me the relationships with my coworkers are very important.						
I gladly take part in the actions carried out with all the staff from work.						
I like the environment in which I work to be harmonious.						
I work better when there are no family problems to think about.						
I plan carefully for my salary up to the next one.						
Regular meals and rest are essential for me.						
It's important for me to have some savings aside for "rainy days".						

This questionnaire is a standardized instrument used in the psychological assessment of staff of the institutions and aims to measure the four factors considered important in motivating employees:

I. Leadership (need of power): show a desire to influence the subject's entourage, mobilizing them towards success or manipulating them for personal purposes; to be chief, to lead or not to depend on others (decisional independence).

II. Expertise (need for achievement): tendency or desire to excel in the activities in which they engage, to be considered an expert, a professional; to be "shadow man" who influence decisions (vocational specific expertise).

III. Networking (need of affiliation): indicates that desire that the individual feels for establishing and manifesting friendship with others; willingness to work in a pleasant team, with sympathetic people (harmonious relationships).

IV. Subsistence (subsistence needs): denotes the concern person for basic needs of existence (rest, stability, money, food, security, etc..).

Itemii corespunzătorii fiecărui factor sunt:

The items corresponding to each factor are: Factorul Conducere: 1,2,3,4,17,18,19,20;

- Leadership Factor: 1,2,3,4,17,18,19,20;
- Expertise Factor: 5,6,7,8,21,22,23,24;
- Networking Factor: 9,10,11,12,25,26,27,28;
- Subsistence Factor: 13,14,15,16,29,30,31,32.

Scoring is done by summing the values obtained for each subject at each of the aboved items and then divide the sum by eight.

General standards for interpreting the results:

The factor	The intensity with which the factor occurs										
	Very low			Low		Medium		Intense		Very intense	
	0	10	20	30	40	50	60	70	80	90	100
Leadership (need of power)	0	4,0	4,4	4,8	5,1	5,3	5,6	5,8	6,1	6,6	7
Expertise (need for achievement)	0	4,4	5,1	5,3	5,5	5,7	6,1	6,3	6,7	6,8	7
Networking (need of affiliation)	0	4,8	5,0	5,2	5,5	5,8	6,1	6,5	6,7	-	7
Subsistence (subsistence needs)	0	4,1	4,8	5,2	5,5	5,6	5,7	6,1	6,3	6,6	7