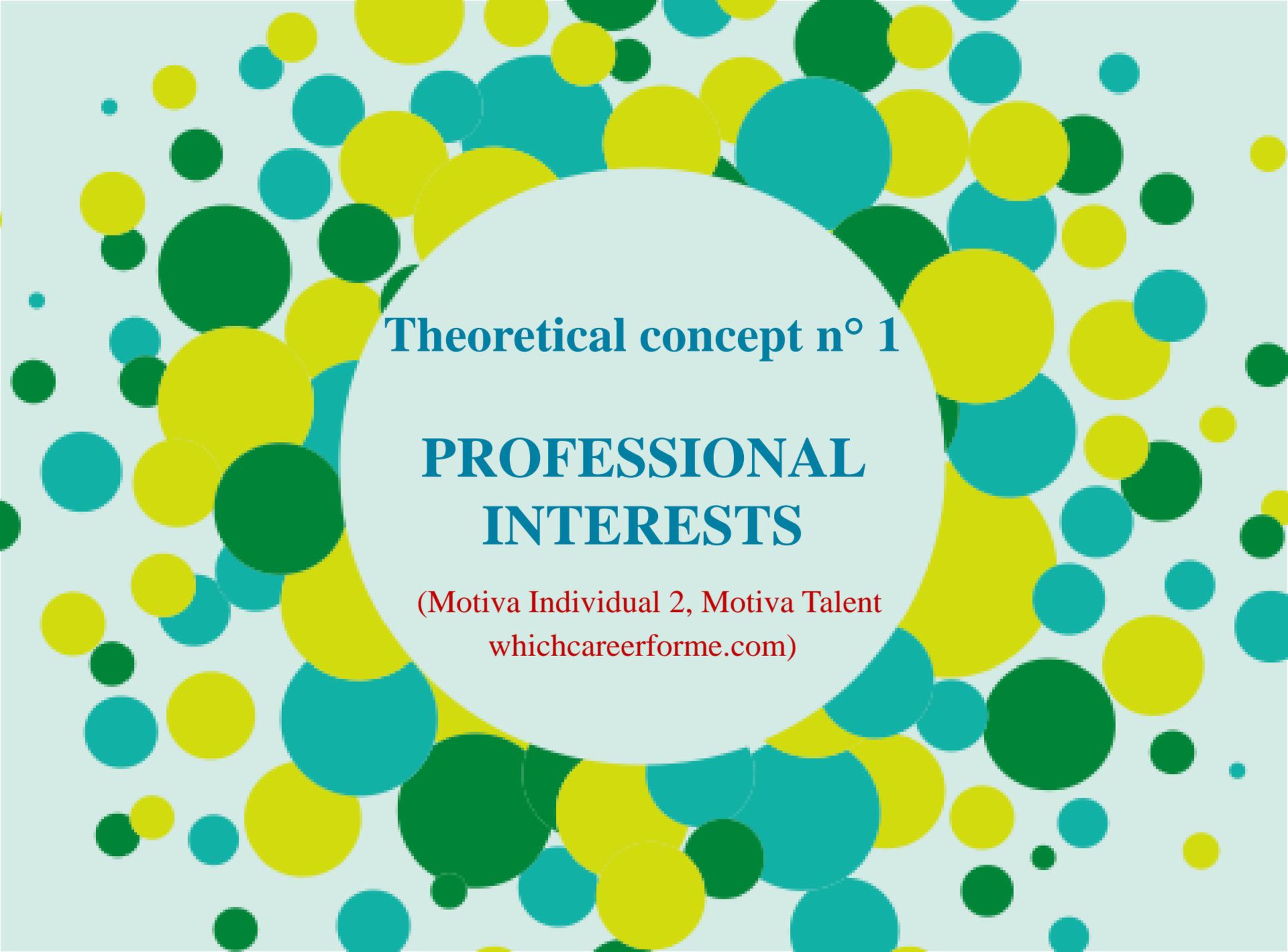




Theoretical approach



Theoretical concept n° 1

**PROFESSIONAL
INTERESTS**

(Motiva Individual 2, Motiva Talent
whichcareerforme.com)



The professional interests

"Professional interests indicate the professional directions that can generate sustainable energy that will enable the individual to develop his skills, succeed and thrive in a given professional field." Segal & Duron (2015)

“Vocational interests are relatively stable or long-term trends or provisions whose development seems to be associated with that of self-image. Vocational interests are directed towards areas of activities in a given cultural context” (Dupont, 1987).

Motiva theoretical foundations: Professional interests



Anne Roe

Occupational classification system

Based on research by Kuder (1946) and Strong (1943), Roe (1956) established eight occupational groups with common occupational characteristics in terms of occupational interests.

Roe's eight occupational fields:

- Business
- Organisation
- Culture
- Service
- Art and entertainment
- Outdoor
- Science
- Technology

The theoretical approach of MOTIVA



Why to choose Anne Roe's model over that of John L. Holland (RIASEC) even though it is widely used?

Both models have demonstrated their validity and usefulness. However, their construction and use differ.

	Anne Roe	John L. Holland
Composition	Classification of occupational activities into 8 major fields by grouping together the most similar occupations	Personality of the individual in the workplace in 6 types (RIASEC) determining their career.
Use of profiles	Identification of occupational fields that most interest the individual and the corresponding occupations	Identification of careers most suitable for the individual through the combination of personality types

Why we choose Anne Roe's model:

- More suited to linking with occupations/jobs/positions as it is directly constructed from the classification of similar occupations
- Makes it easier for the candidate to take on board the results. Better candidate experience (better aligned with the profile and suggested occupations)
- Improved complementarity if used in tandem with a personality questionnaire
- Easier to code occupations (database of 830 Motiva occupations)

The theoretical approach of MOTIVA



1. Professional interests - "What types of activities interest the person?"

Motiva	Theoretical approach	Objective
Profile of professional interests	Anne Roe. Classification of the world of occupations into 8 major fields. Person-oriented/object & data-oriented. International adaptation Prof. Zwi Segal & Yves Duron	Identify the professional field(s) that best match a person
The actionable interests profile	Prof. Zwi Segal & Yves Duron Incorporates feeling of being able to do a job in a field that interests us.	Broaden the use of interests' profiles to recruitment, adult career support... using a profile that combines perceived interests and skills



Key references:

- Roe, A. (1956). "The psychology of occupations." New York, NY: John Wiley & Son
- Anne Roe et Patricia W. Lunneborg, «Personality Development and Career Choice », in Duane Brown, Linda Brooks et al. (éds.), Career Choice and Development: Applying Contemporary Theories to Practice, 2e éd., Jossey, 1990, p. 68-101.
- Zwi Segal, «Étude des qualités métriques du LIMEF : inventaire d'intérêts professionnels multidimensionnel», European Review of Applied Psychology, 1995, 45, (2), p. 127-133.
- Zwi Segal et Yves Duron, « La structure des modèles circulaire et hiérarchique des intérêts professionnels selon la classification de Roe : étude expérimentale sur un échantillon français », European Review of Applied Psychology, 1997.

Motiva's fields of professional interests

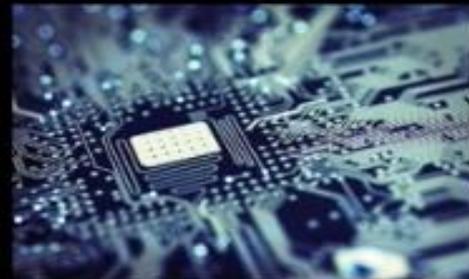
MORE INSIGHT
MORE IMPACT™



Science



Nature



Technology



Artistic



Business



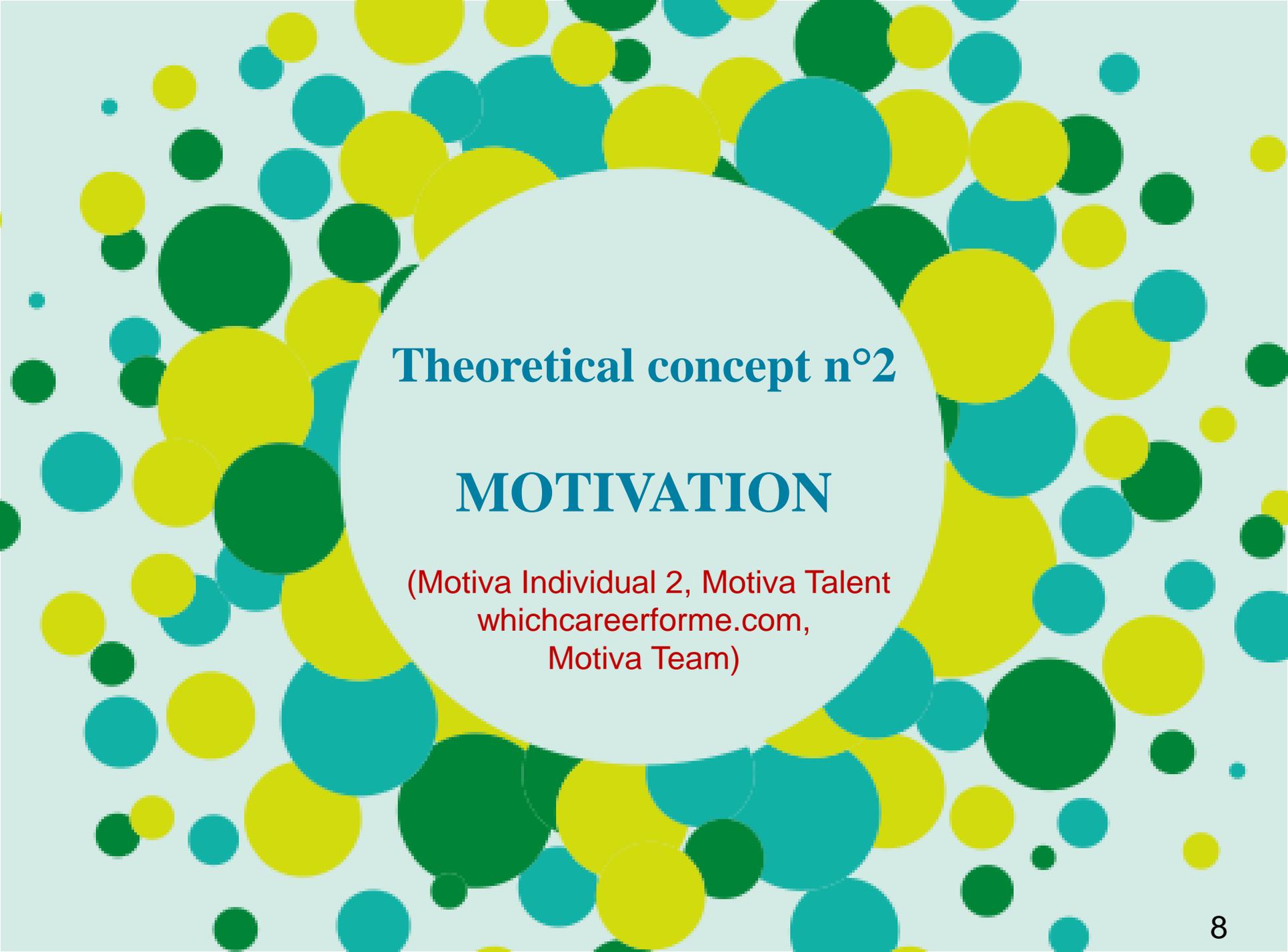
Organization



Knowledge



Service

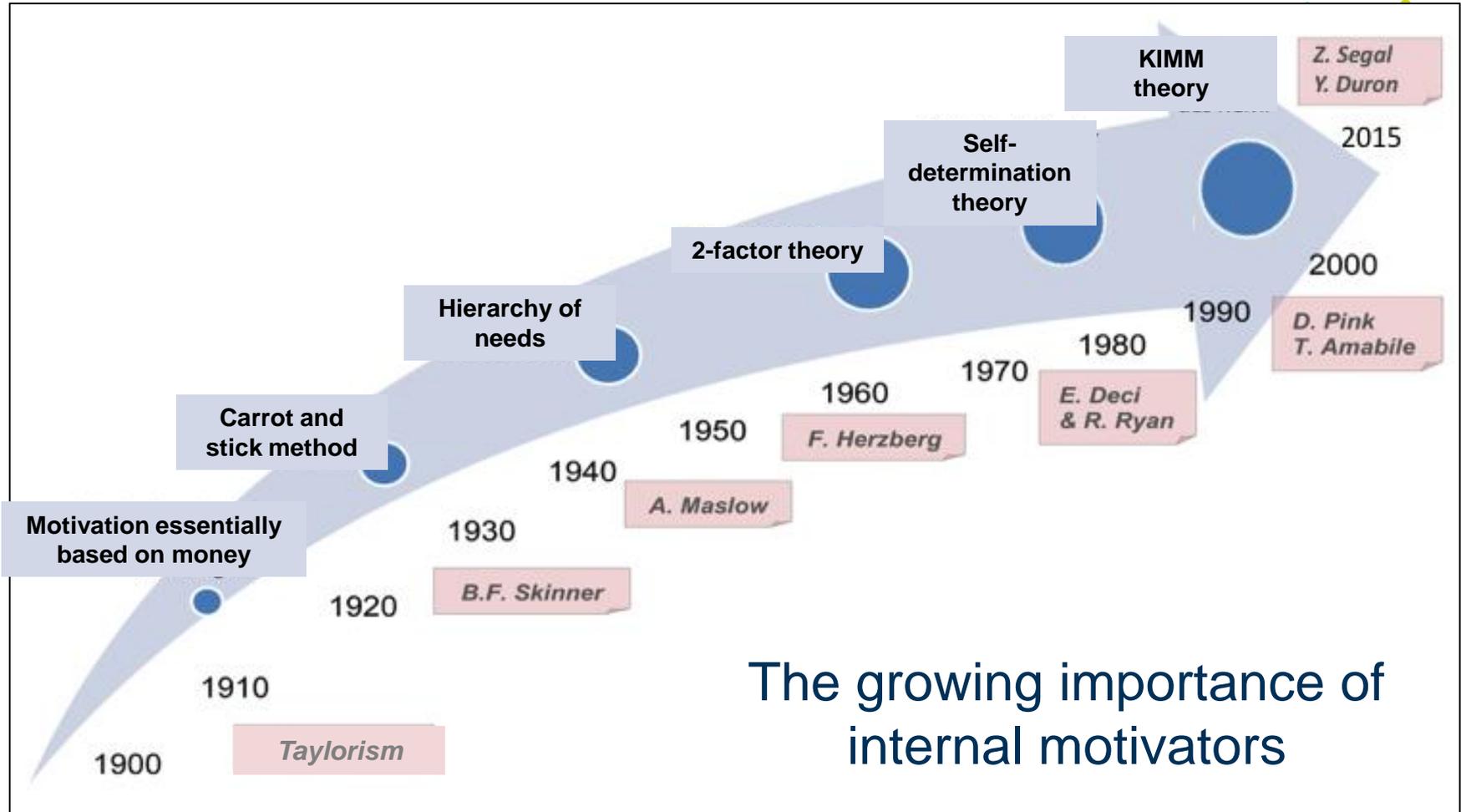


Theoretical concept n°2

MOTIVATION

(Motiva Individual 2, Motiva Talent
whichcareerforme.com,
Motiva Team)

Theoretical development of motivation



The growing importance of internal motivators

The motivation according to Motiva



Experimentation in workplace situations



Formulation of key mainsprings of motivation:
1 - WORK ATMOSPHERE
2 - WORKING IN A TEAM...

Important for me?

Yes

Degree of current satisfaction

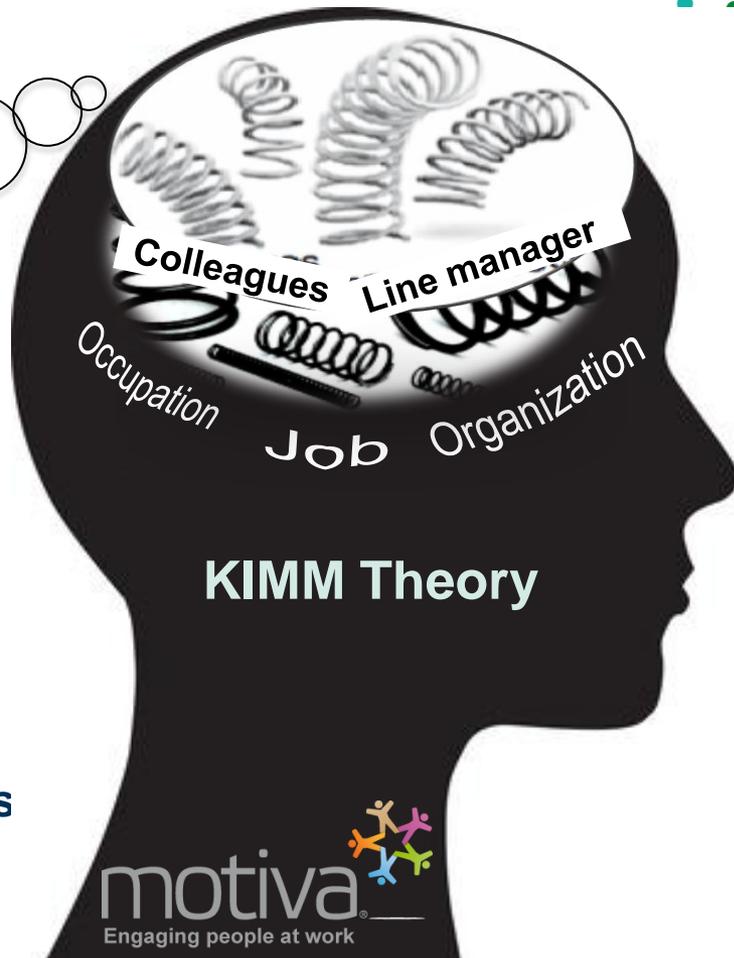
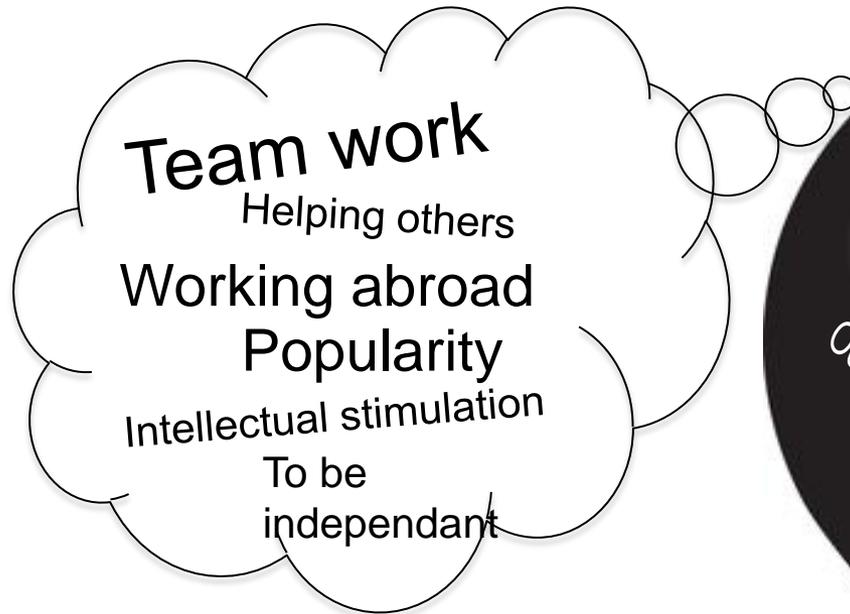
High

Low

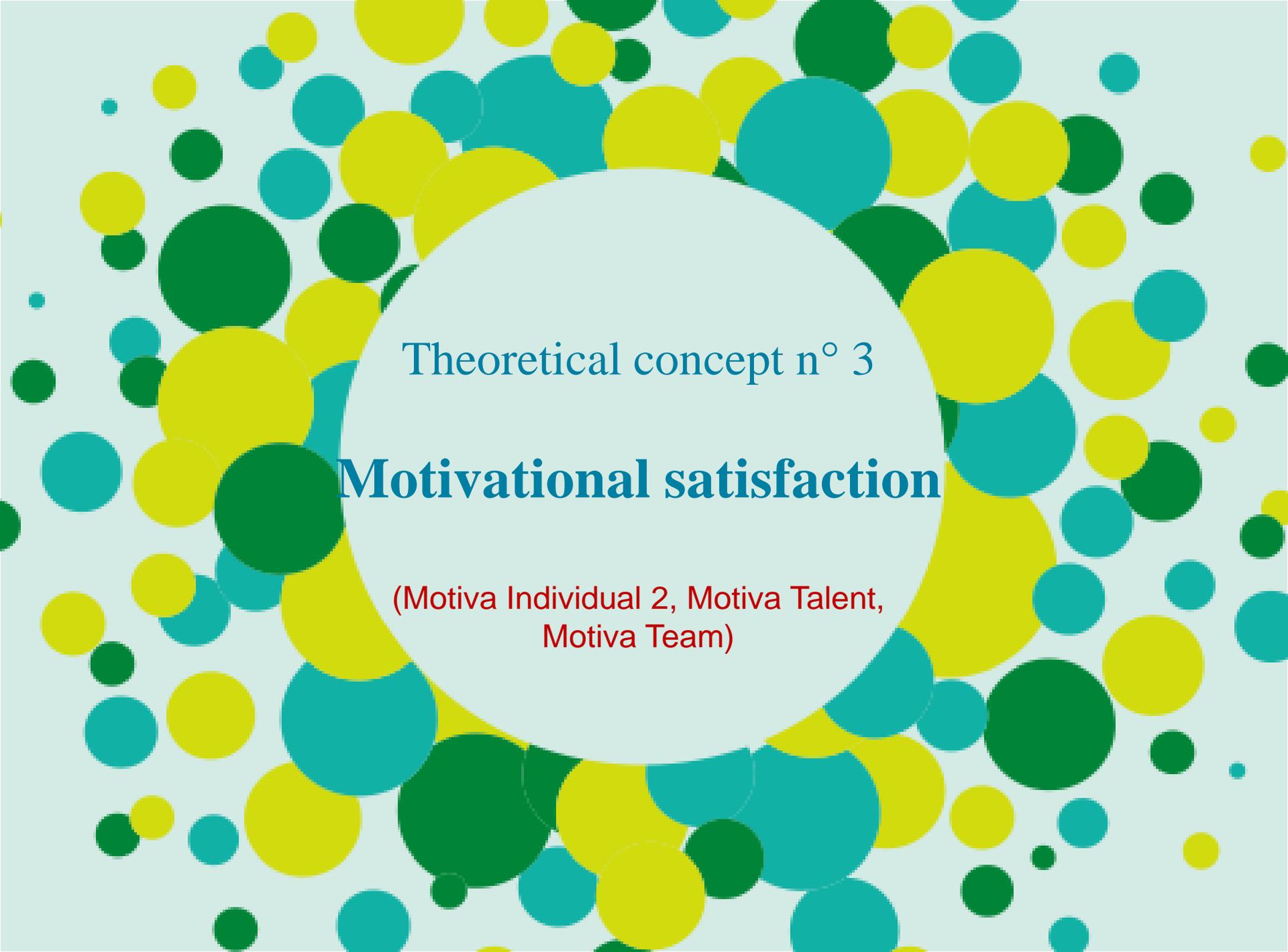
Motivated

Demotivated

Key Individual Mainsprings of Motivation (KIMM)



Each person has a combination of key mainsprings of motivation that is unique to them



Theoretical concept n° 3

Motivational satisfaction

(Motiva Individual 2, Motiva Talent,
Motiva Team)



Motivational satisfaction

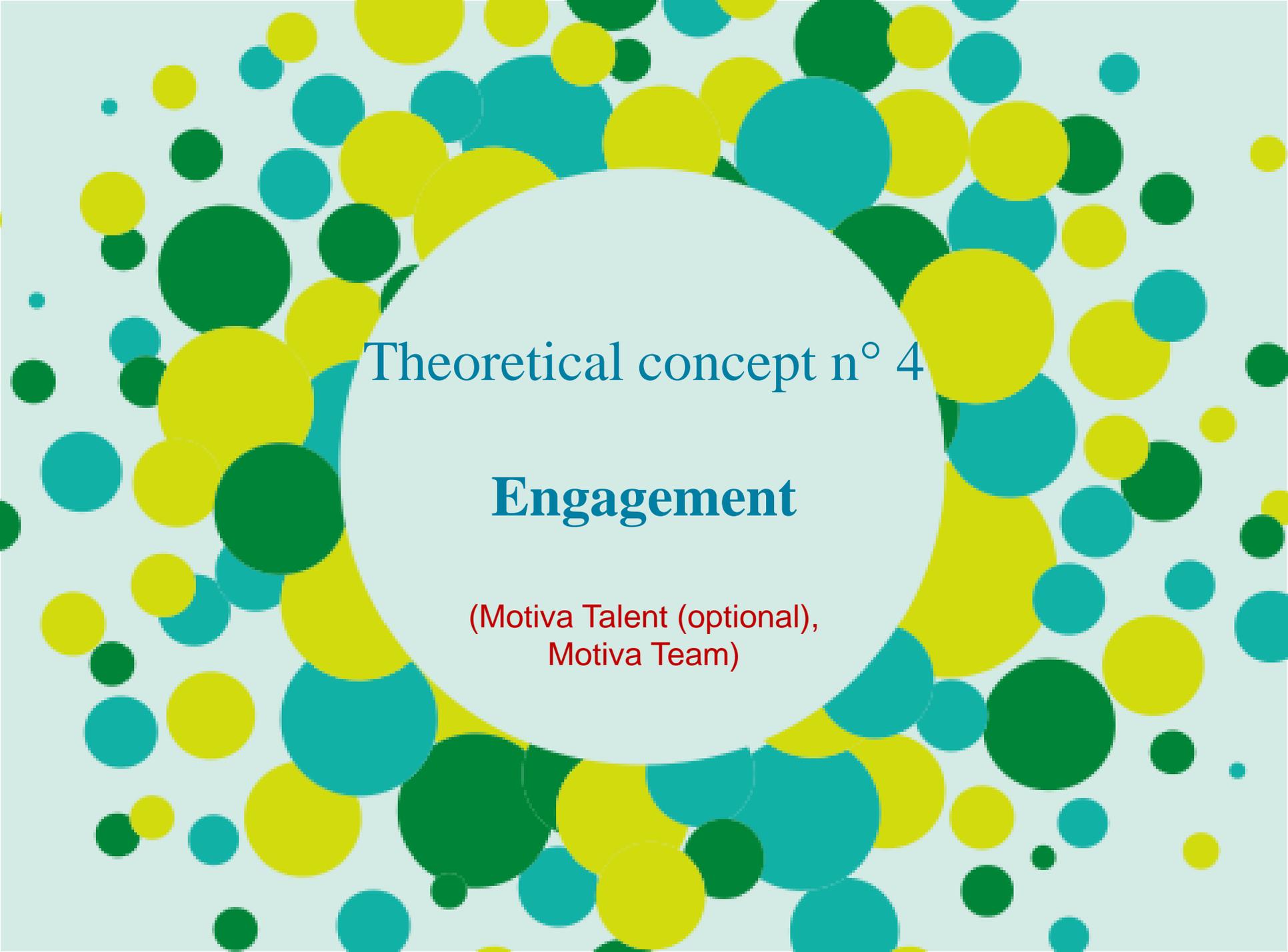
Definition

- When an individual's key mainsprings are satisfied, we refer to motivational satisfaction: they feel motivated by what they do. When they are not satisfied, they feel demotivated.
- In practical terms, a person's motivational satisfaction is calculated by measuring the level to which each of their KIMM is satisfied. Thus, satisfaction is only measured based on what is important for each person and not on criteria that are defined a priori.

Why Motivational satisfaction



- People with low motivational satisfaction are not always able to spontaneously explain why. Helping a person to identify what motivates them through their KIMM and measuring the satisfaction of these KIMM, helps them to understand why they feel demotivated.
- Sometimes just one of their KIMM is highly unsatisfied and produces a “halo effect” across their entire motivational state. Helping them to find a way to satisfy this KIMM to help them regain their motivation.
- Sometimes almost all the KIMM of a person are unsatisfied. This then calls for more radical solutions to be found in the hope of quickly improving their motivation: for example, change of role, occupation, company...
- Even that a person’s KIMM only change slowly over the course of their working life (some disappear, new ones emerge), the motivational satisfaction of these KIMM can be changed more quickly, if they are worked on.
- Motivational satisfaction is linked to professional stability, the level of engagement towards the company, the drive to work, the desire to excel at work, and the feeling of personal development and satisfaction



Theoretical concept n° 4

Engagement

(Motiva Talent (optional),
Motiva Team)

What is employee engagement ?



A psychological state in which employees feel a great interest in the success of their company, solidarity and a sense of belonging which leads to performance that exceeds job requirements”

MOTIVA

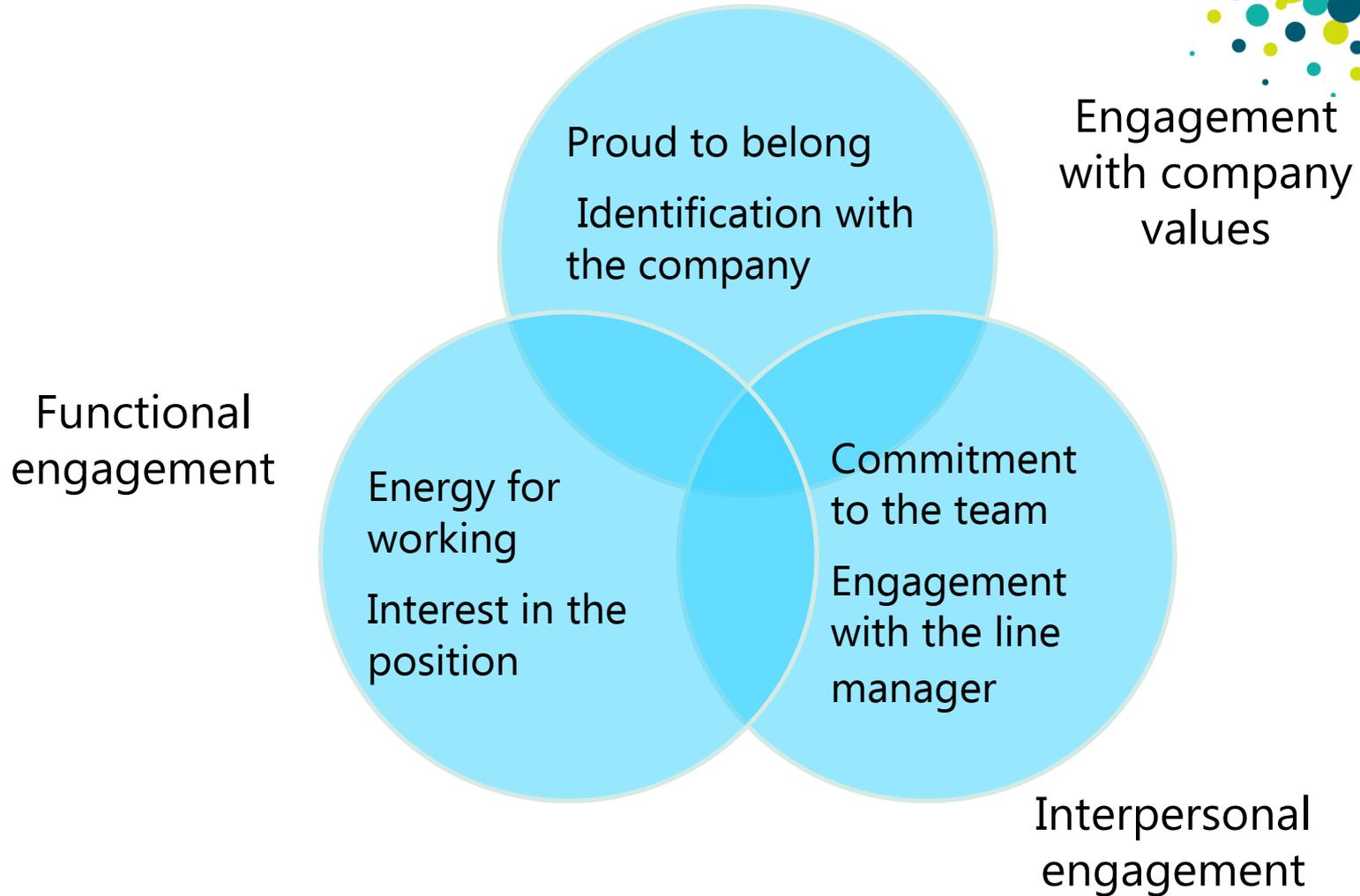
(Segal & Duron, Guide for the development of engagement and motivation at work, 2015)

Employees who work with passion, feel deeply connected to their company, encourage innovation and advance the organization

GALLUP

(Gallup Management Journal, 2006)

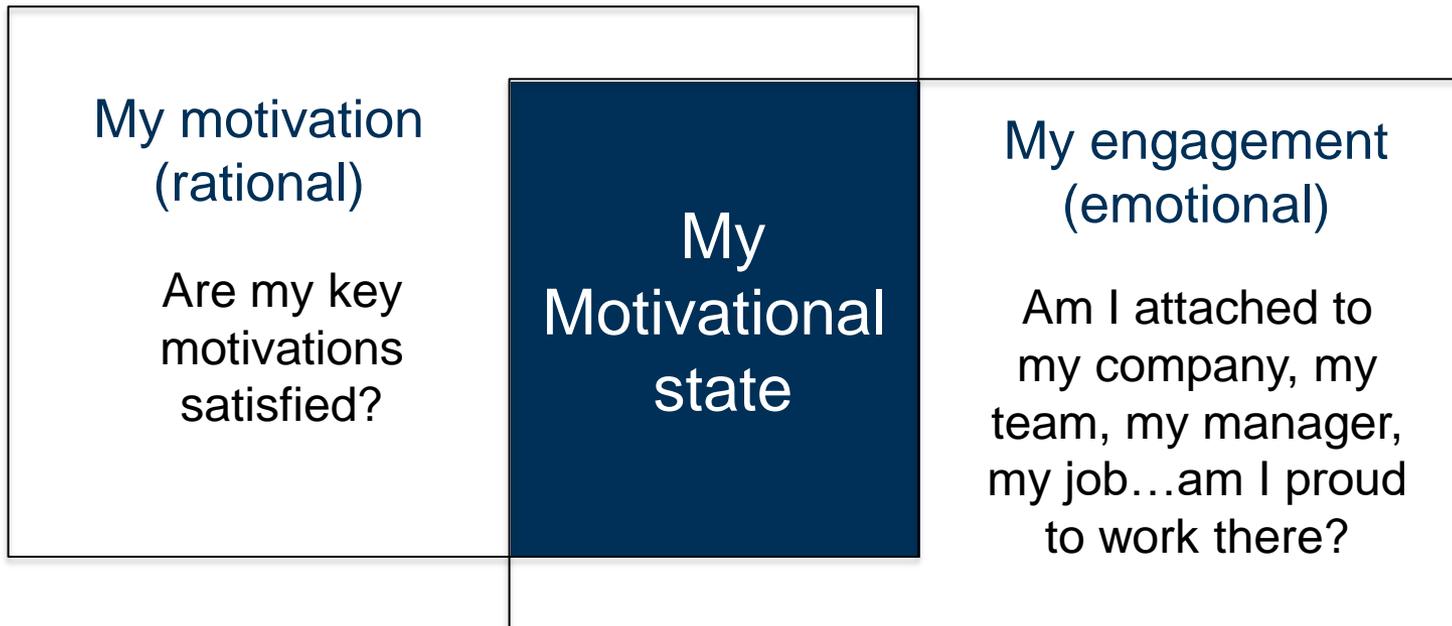
Engagement dimensions



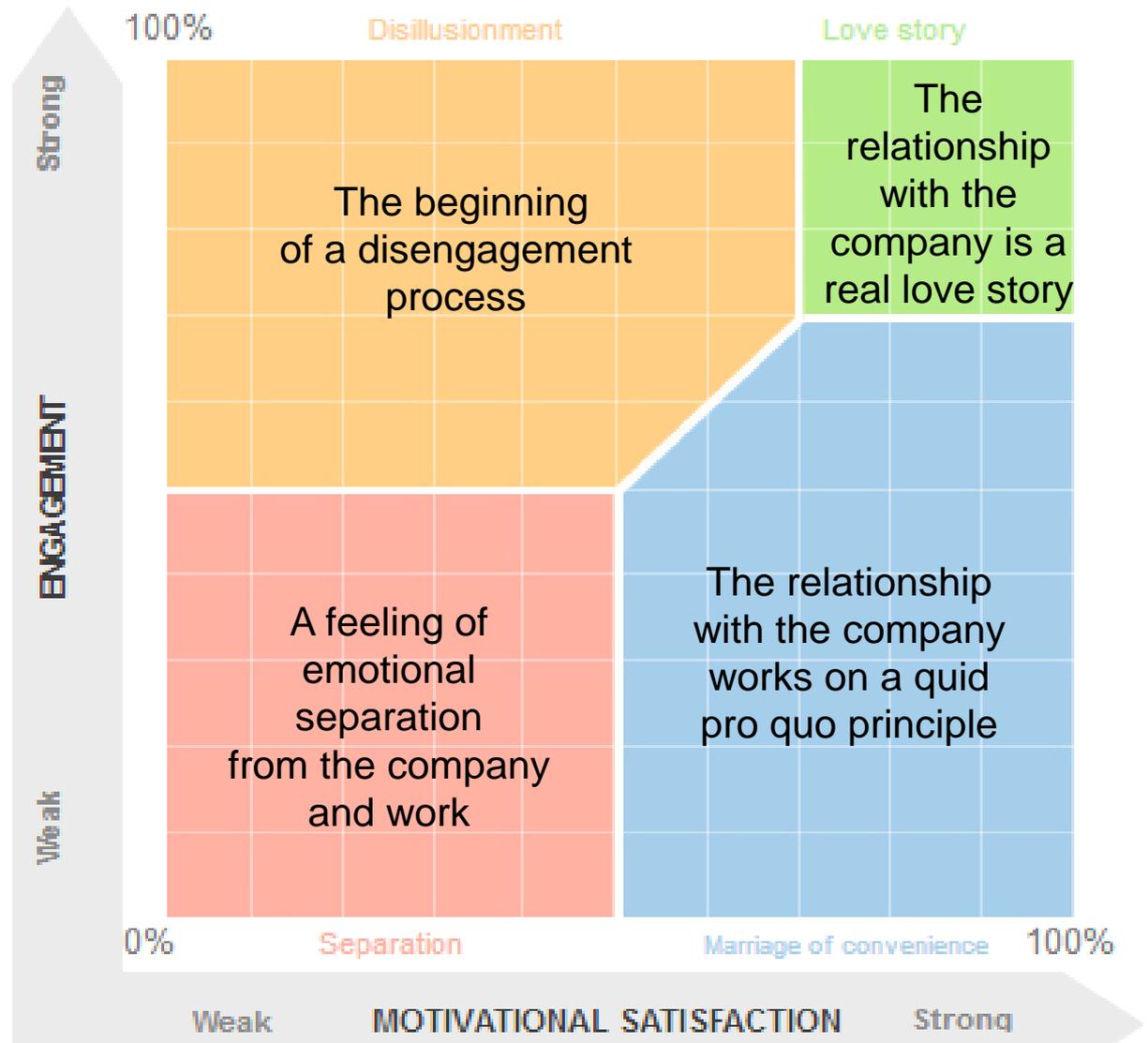
Motivational State

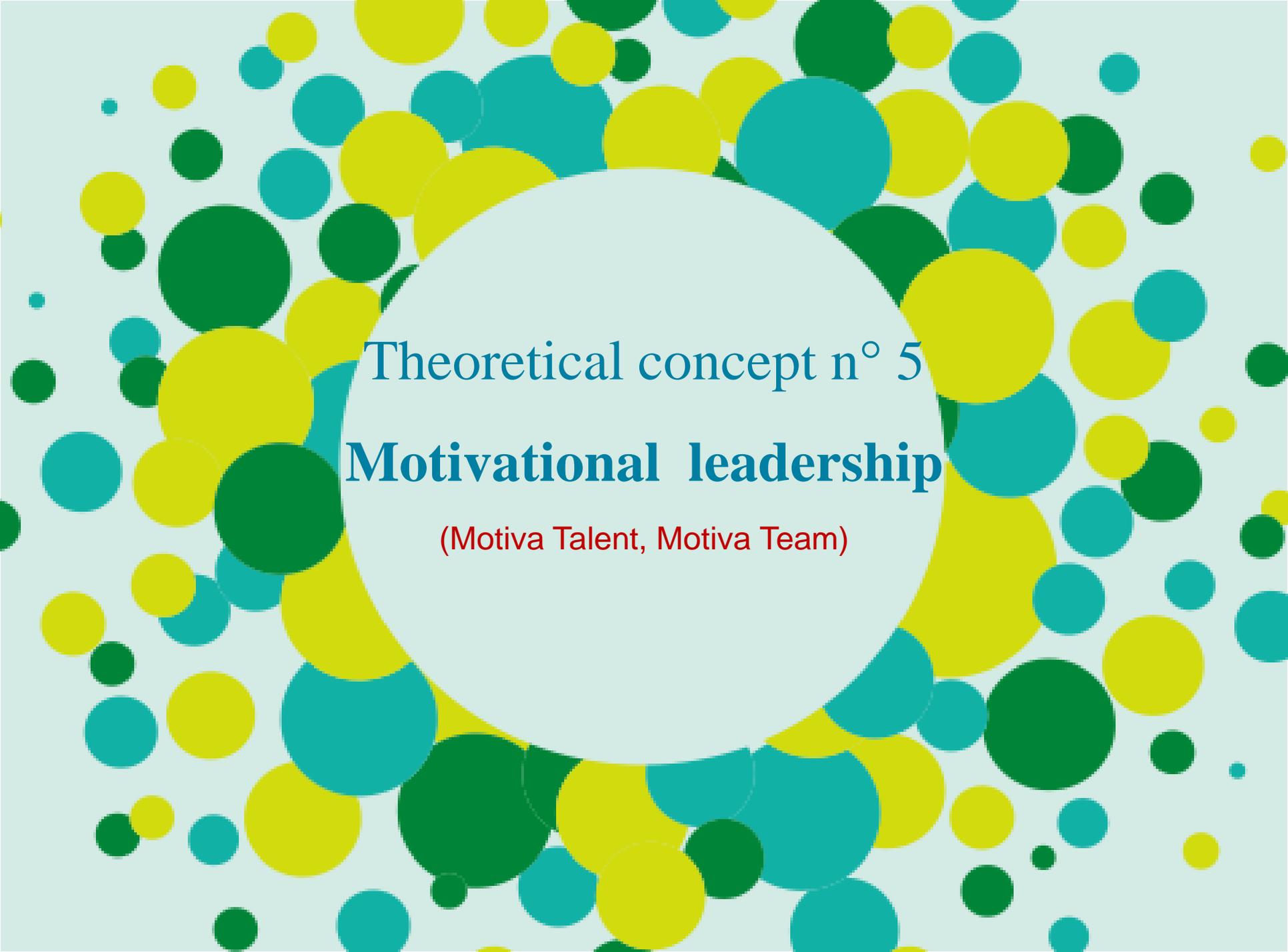


At the intersection between motivation and engagement, the motivational state determines the full relationship between an employee and the company



The 4 types of relationships between employees and their company





Theoretical concept n° 5
Motivational leadership
(Motiva Talent, Motiva Team)

MOTIVATIONAL LEADERSHIP

It consists of managerial qualities (behaviors, actions, attitudes ...) that have an impact on the motivation and engagement of the team members



© 2015 MOTIVA

The dimensions of Motivational Leadership

Exemplarity

Being a model for her/his team and honoring her/his commitments

Development

Giving feedback to help develop their team members' skills

Inspiration

Giving positive energy and motivating outlooks to their team members

Empowerment

Giving team members more autonomy

Team spirit

Fostering cohesion and sharing in the team

Meaningfulness

Bringing meaning to the tasks of his team members

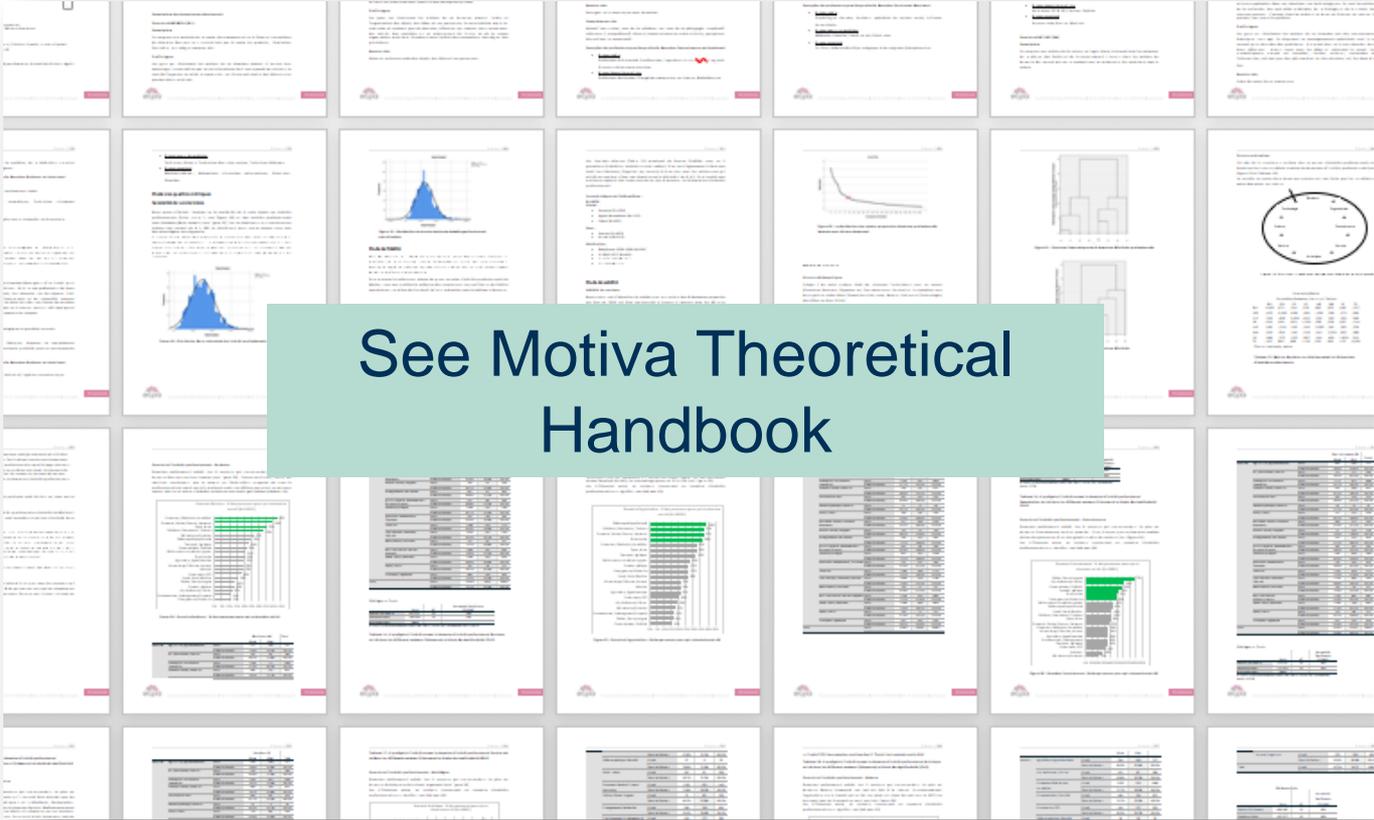
Recognition

Knowing how to say thank you and give adequate recognition for their team members' efforts

Attentiveness

Being attentive to the wellbeing of team members

Study of Motiva metric qualities



See Motiva Theoretical Handbook

- Sensitivity
- Reliability study
- Construct validity
- Structure validity*
- Criterion validity
- Incremental validity

CONTACT

Pearson Clinical and Talent
Assessment

Australia & New Zealand

Dr Tae Hee Jung
Consultant Psychologist

Phone: +61 (0) 2 9454 2270
Mobile: +61 (0) 432 460 756
Email: taehee.jung@pearson.com

www.talentlens.com.au

Singapore

Anisa Zulfiqar
Business Development Manager, Asia

Mobile: +65 9829 7758
Email: anisa.zulfiqar@pearson.com

www.talentlens.com.sg

