



motiva®

The context

Over the last decades, our fast-changing society has strongly impacted employment and the way we work. Unfortunately, many people feel helpless and struggle with these changes.

Pressure for financial performance and economic profitability has also led to an increasing level of work-related stress.

In this context, it has become necessary to do something that we like and that we are interested in, not only to have a fluffing career, but also to have the energy to develop new skills and explore new career paths.

Key questions

Which factors influence our career choice?

What drives us at work?

What motivate us and what make us feel fulfilled professionally?

Motiva's Ambition

Motiva's ambition is to help answer these key questions of career fulfillment with innovative theoretical and practical tools.

Our goal is to help identify, understand and adjust the individual's main professional interests and sources of motivation at work.

Outcome

Motiva will give to each individual a real opportunity to find the best fit between their motivations and professional career.

Career success
cannot be
achieved
without
motivation





Who are we

- Prof. Zwi SEGAL and Yves DURON have been working together for 25 years on human motivation and its organizational applications.
- They are authors of the book "Motivation, a skill that can be developed: A guide to develop motivation and engagement at work," Zwi Segal & Yves Duron, Pearson 2015.
- In 1992, they created the first computerized test on motivations and professional interests used by hundreds of companies and public organizations in France.
- In 1999, they created with Professor Michael Porter of the Harvard Business School, the first computerized platform on motivational management.
- In 2012, they launched Motiva¹ that leverages their works and research.
- In 2016, Motiva becomes the French leader in motivational and career testing



Motiva's Key Assets

- Highly accurate and reliable, scientifically tested (the new scientific manual of Motiva was published in February 2018).
- A proprietary smart computerized platform (Psycloud).
- Data **security** and confidentiality
- Ergonomic and intuitive **user interface**.
- Compatible with computers, tablets and **smartphones**.
- **Instant online results** for the consultant and the candidate on separated online spaces.

Motiva's solutions

- **Motiva Individual 2**
Assessment & career coaching
- **Which career for me**
Self career coaching for young people (16-25)
- **Motiva Talent**
Recruitment, retention, internal mobility, talent development
- **Motiva Team**
Motivational leadership, teams motivation, engagement

Assessment and career coaching



The concept

Motiva individual 2 is a career planning tool designed for HR professionals, psychologists and coaches who want to help their clients make the right professional choices and build stimulating and fulfilling careers.

Thanks to its complete formula, Motiva individual 2 gives access to information related to someone's interests, motivations, needs, values, skills and previous professional experiences.

The process

- Get your personal Motiva's Back Office (after 2 days certification training)
- Buy credits (1 credit per individual)
- Send an invitation by mail to the candidate
- The candidate receives a link which redirect him/her to the questionnaire
- You are alerted by mail when the candidate is finishing the questionnaire
- As soon as the questionnaire has been completed, the results are presented in two dedicated spaces: one for the candidate (Key results with tutorial videos) and one for the consultant (full results)

Dashboard Projects Users Account Settings Help

Create, manage, and edit your projects Back

Motiva Individual 2 Candidates

1 tests taken, 2 coaching requests

Candidates **Edit mail** **+ Add a candidate**

All filters ☐ Ready ☐ Pending ☐ Finished ☐ Alert ☐ Archived

6 Candidates

Zwi Segal [en] Consultant: Zwi Segal	Test started... 5h (hours) ago 55m
emilie miluccia [en]	3rd Invitation resent... 4 D (days) ago 18h (hours) ago Remind
Yves Duron [fr]	Send an invitation
YVES DURON [fr] Consultant: Yves Duron	Test started... 16 D (days) ago 22h (hours) ago
emilie de fouchécour [fr] Test ended on 02/02/2018	View results

Amount used
Since the beginning of the month: 0
Since the beginning of the year: 0

Consultant back office

New candidate

Test candidate

Please enter the following information:

First name:

Last name:

E-mail address:

Language:

Expiry date:

Consultant:

Please choose the type of instruction for taking the interest and potential tests:

- ☒ **Possibility of a short training course:** Do you feel capable of doing this job? Now, or possibly with additional training lasting one year?
- ☐ **Back to work immediately:** Do you feel capable of doing this job now?
- ☐ **Orientation:** Do you feel capable of doing this job in the future?

Create a new candidate



Hello,

You have been invited to take the questionnaire MOTIVA Individual 2.
To start the test, please click on the following link or copy it into your browser:
<https://engagement.motiva.fr/pgac/invitation/2407/225/2a0f08e508111ec818c7357e68b0fbca>

See you soon
Motiva team

motiva

Discover Motiva at : <http://www.motiva.fr>

Invitation mail

The questionnaires

- **Do I like it?**
Aims to define the individual's motivations and interests at work among 8 professional fields and 40 professional sub fields
- **Can I do it?**
Defines what the individual feels able to do in their fields of interest
- **How do I want to work?**
Determines the individual's preferred work environment and working style
- **Am I satisfied?**
Determines the current work related satisfaction of the individual

Do I like it?

Are you attracted to this professional field?
Take into account only your tastes and professional interests

< Sales and commerce

Selling products, services and causes to private individuals or businesses, actively seeking new clients, improving sales techniques, etc.

Yes I Hesitate No

Can I do it?

Do you feel capable of having a job in this area?
Now or eventually with an additional one year training

< Sales and commerce

Selling products, services and causes to private individuals or businesses, actively seeking new clients, improving sales techniques, etc.

Yes I Hesitate No

How do I want to work & Am I satisfy?

To what extent is it important for you to have a **job** that...

< Allows you to communicate with others

Not important Not so important Important Very important

I don't know

Click on the first most important motivation for you

Allows you to stay in your location (not to be obliged to live elsewhere)

Involves physical activity

Requires regular training

Allows you to develop a high level of expertise in your job

Allows you to be autonomous (decide for yourself how you perform the missions entrusted to you)

Allows you to organise your working hours yourself

Allows you to experience excitement at work

Your key motivations

1 Allows you to develop a high level of expertise in your job X

2 Involves physical activity X

3 Allows you to be autonomous (decide for yourself how you perform the missions entrusted to you) X

Click on **next** to confirm your choices

Next

State your current level of satisfaction concerning **your current job**

Low-level satisfaction High-level satisfaction

Allows you to repair things -- -- + ++

Allows you to develop a high level of expertise in your job -- -- + ++

Allows you to avoid conflicts -- -- + ++

Next

The results* for the candidate

- His actionable interests profile
- His key motivations
- His Level of motivational satisfaction
- His fit level with more than 1000 occupations
- His company style

* For each result section there is a tutorial video

Menu – Candidate space

Start the questionnaire Motiva

▶ Presentation ✓

☑ Start the questionnaire Motiva ✓

Your results

▶ The 3 criteria of your Ideal job 🔒

❄ Your actionable professional interests 🔒









❄ Your key motivations 🔒

❄ Your alignment with Motiva jobs list 🔒

❄ Your company's styles 🔒

▶ Print your results 🔒

Actionable interests profile

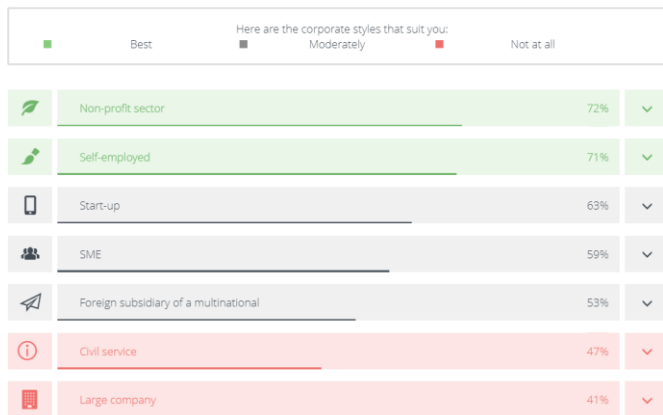
	★ KNOWLEDGE	28%	▼
	★ NATURE	24%	▼
	SERVICE	18%	▼
	BUSINESS	12%	▼
	ARTISTIC	6%	▼
	ORGANISATION	6%	▼
	TECHNOLOGY	6%	▼
	SCIENCE	0%	▼

Key motivations + satisfaction

 JOB	Communicating with others	++		+	---
	Physical activity		-	+	---
	Expanding social network			+	---
 WORK ACTIVITIES	Allows you to work in a pleasant, high-quality physical environment			-	++
	Not subject to constant competition			+	---
	Not subject to constant stress		-	+	---
 COMPANY	Achieving personal development			+	---
	Teleworking			-	++
	Part-time work		-	+	---
 LIFE VALUES	Doing what you enjoy		-	+	---
	Protecting the environment			+	---
	Being independent		-	+	---

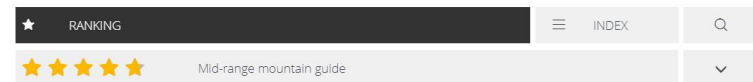
Company styles

STEP 2 - YOUR RESULTS
Types of companies

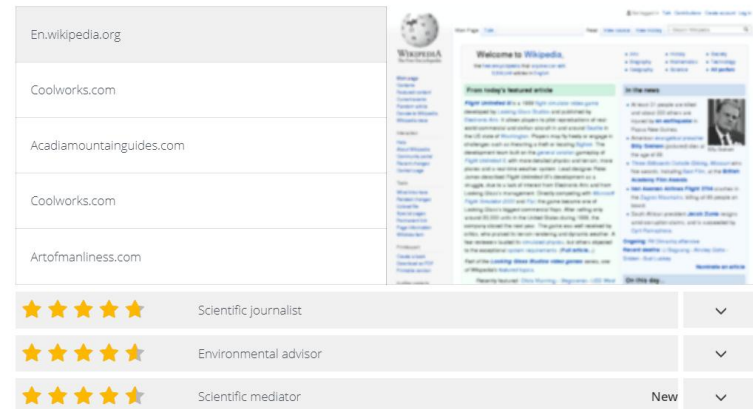


Jobs' alignment & Exploration

Your job's list



Please find below information (from selected websites) for this job:



The results for the consultant

- Key results
 - Profile of professional interests
 - Profile of actionable interests
 - Key motivations and satisfaction level
- Decision support
 - Fit level towards more than 1000 occupations (more than 150 new professions)
 - Interactive career path simulator
- Going further
 - Motivational anchors
 - Complete motivational profile
 - Professional styles
 - Company styles
 - Summary of results
 - Motivational readiness (*in process of validation*)
- Reports (PDF)
 - Consultant
 - Candidate
- Motiva science

Key results

Profile of professional interests & Profile of actionable interests

Key results

Professional interest profile

Concrete interests

Key Motivations and Satisfaction

Decision support

Corresponding jobs

Career Path Simulation

Continue

Motivational Anchors

Complete motivational profile

Professional Styles

The professional interest profile shows what **Emilie De Fouchécour** would like to do in the world of work. The results show the predominant professional fields of the individual in descending order of correspondence with **Emilie De Fouchécour**.

- Professional fields and job levels that the individual is most attracted to.
- Professional fields and job levels that individual is least attracted to.
- Professional fields and job levels rejected by the individual.

Professional fields

	KNOWLEDGE (KN) Training, teaching and education - Understanding the world - In Communication - Protecting rights (institutions, companies, in Consulting to organizations/companies
	NATURE (NA) Outdoor work - Protecting nature and biodiversity - Environment and development - Work with animals
	SERVICE (SE) Humanitarian, emergency - Advices to people - Services for people social, family assistance
	ARTISTIC (AR) Arts and crafts - Digital arts
	BUSINESS (BU) Customer / partner relations - Sales and commerce

Key motivations & Satisfaction

The left-hand column presents the key motivations relating to an individual's ideal job, ideal position, ideal enterprise and life values. This profile corresponds to their personal results and the combination of his/her key motivations: it is unique, and particular to him/her.

The right-hand column shows their current level of satisfaction with respect to his/her key motivations.

- The most unsatisfied motivations – to be dealt with as a priority
- Unsatisfied motivations – to be considered as a second priority
- Slightly unsatisfied motivations – the individual can still improve
- Fully satisfied motivations – to be maintained

Key motivations of the individual: profession

1	Communicating with others *	Current satisfaction	33%
2	Physical activity *	Current satisfaction	66%
3	Expanding social network *	Current satisfaction	

Key areas of motivation for the individual with respect to work activities

1	Allows you to work in a pleasant, high-quality physical environment *	Current satisfaction	66%
2	Not subject to constant competition *	Current satisfaction	
3	Not subject to constant stress *	Current satisfaction	

Decision support

Fit level with more than 830 jobs & interactive exploration

This interactive module presents the jobs most suitable for the Motiva profile of . The Motiva job database contains over 800 jobs and is updated regularly.

Top 30 **Bottom 10** **Index** **Filters** **GO**

Using the filters, you can display (active filters) or hide (disabled filters) jobs corresponding to the fields, levels and professional sectors selected from the list of jobs. **488** selected jobs

★★★★★	Mid-range mountain guide	
★★★★★	Scientific journalist	
★★★★★	Environmental advisor	
★★★★★	Scientific mediator	NEW
★★★★★	Horse-riding instructor	
★★★★★	French as a foreign language teacher	
★★★★★	Environmental intelligence officer	NEW

Career path simulator

This interactive module allows an in-depth study of the extent to which the Motiva profile of **emilie de fouchécour** corresponds to the profile of the target jobs and positions.

Accountant Find a particular job **OK** **emilie de fouchécour**

Fit intersets **Fit motivations + interests**

Professional interests

Misfit **Fit motivations**

Professional motivations

Aerospace engineer **2D & 3D animator**

In depth comparison
job-individual

In depth comparison job-individual

After sales service manager

Incompatibility with the job

The interests, motivations and / or educational level expected for this job do not correspond to the person. There is a risk of rapid motivational problems in the exercise of this job.

⚠ Mandatory sub-fields for this job

Hospitality industry

⚠ Incompatible fields

ORGANISATION

The individual does not share any of the interests required for this job in this field.

SERVICE

The individual does not share any of the interests required for this job in this field.

TECHNOLOGY

Risk of frustration

These interests and / or motivations are important for the person, but are not present in this job. In the long run, there is a risk of frustration. If not: little risk.

⚠ Field

BUSINESS

This job does not require any interest of the person in this field

KNOWLEDGE

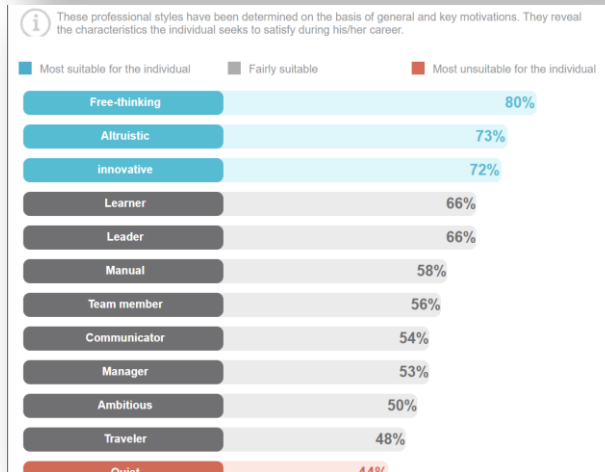
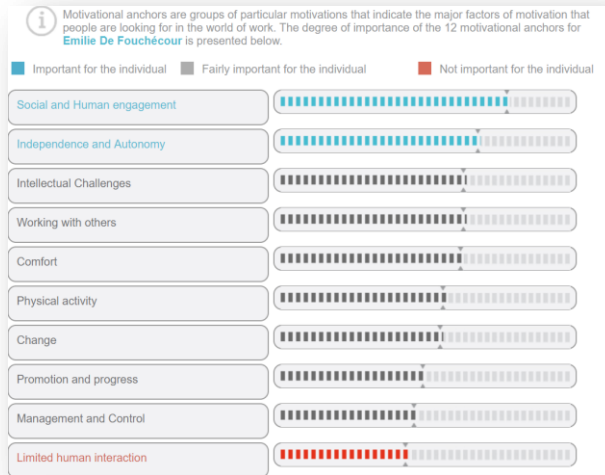
This job requires little of the interests of the person in this field

TECHNOLOGY

This job does not require any interest of the person in this field

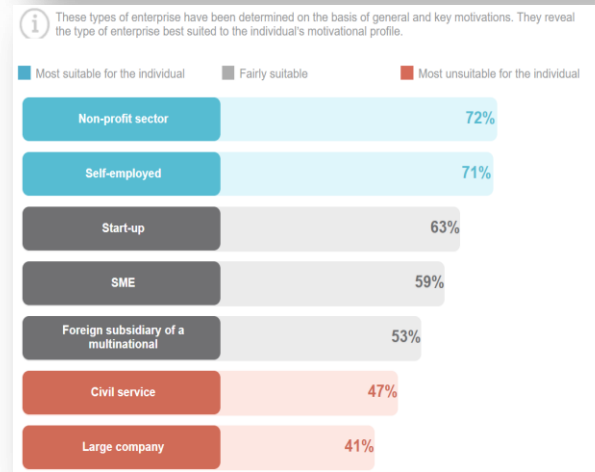
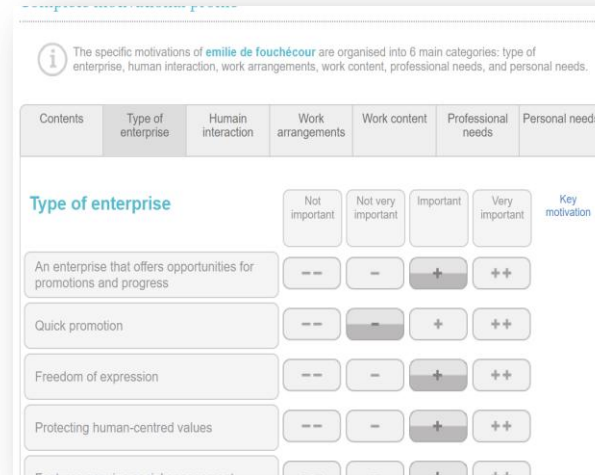
Going further

Motivational anchors



Professional styles

Complete motivational profile



Company styles

Motiva Science



Global statistical results of populations

- Professional interests
- Actionable interests
- Orientation towards People/Objects-Data
- Key Motivations
- Level of motivational satisfaction

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