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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 Motiva[1] that leverages their works and research.
- In 2016, Motiva becomes the French leader in motivational and career testing

[1]Pearson is the exclusive editor and distributor of Motiva solutions

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2

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 team members on separated online spaces.

Motiva's solutions

- **Motiva Team**
  Motivational leadership, teams motivation, engagement

- **Which career for me**
  Self career coaching for young people (16-25)

- **Motiva Talent**
  Recruitment, retention, internal mobility, talent development

- **Motiva Individual 2**
  Assessment & career coaching

motiva TEAM

Motivational leadership, engagement, team motivation

The context

Can a company be successful without motivated and engaged teams? Everyone knows the answer.

The real question is how to maintain and develop team motivation.

In a context of career uncertainty, changes and tensions on the workplace, traditional approaches to boost the team such as bonuses, challenges, team building session etc. have lost their effectiveness. Indeed, these approaches are usually effective with members who are engaged and motivated, which means new processes need to be set up/created for disengaged employees.

In order to maintain the company's performance, it is necessary to prioritize new approaches that will both meet the manager and the team's needs, and that will insure a greater motivation among employees.

The model

- Identify the motivational DNA within the team.
- As each member of the team has their own motivations, Motiva will identify them to help implement the right approach for your team.
- Develop performance by motivation: Motiva helps to bring out the solutions that can be used by everyone and collectively, which will enhance the team's performance.
- Improve managers' leadership: some behaviors may have a negative impact on team members. Motiva helps to improve the relationship between managers and team members.

Theoretical concepts

1. Motivational Satisfaction

To what extent are the employee's needs met on the workplace and to what extent is the job in line with what is important for him?

2. Engagement

How committed to the company is the employee? How proud to work for his company is he? how inspired by his manager is he?

3. Motivational State

What type of relationship between the employee and their company can be observed?

4. Motivational Leadership

How should the manager behave to ensure the team members' motivation and engagement

1. Motivational Satisfaction

To what extent are the employee's needs met on the workplace and to what extent is the job in line with what is important for him?

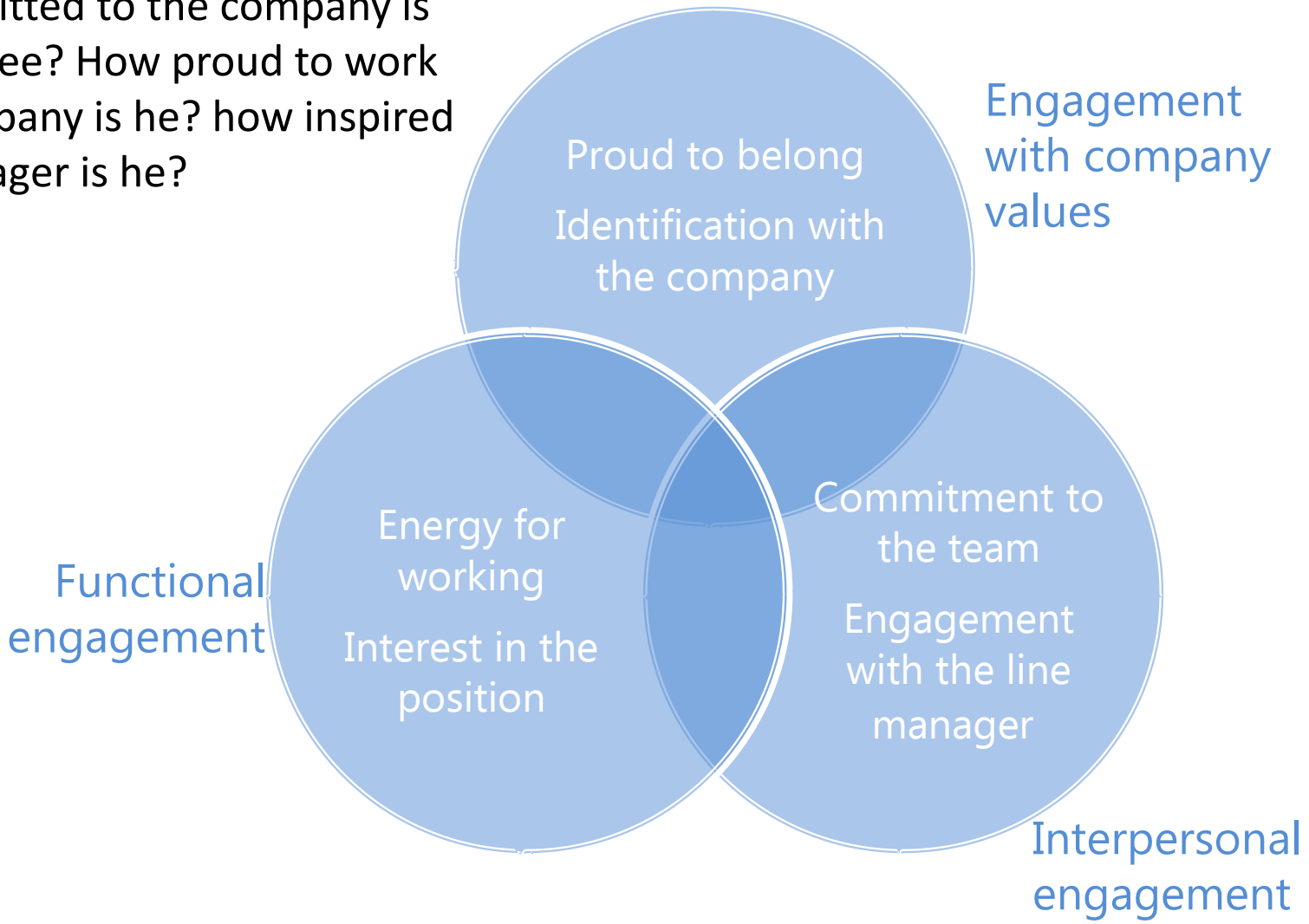
More than 100 motivations in 6 categories:
- Job
- Work tasks
- Colleagues
- Line manager
- Company

Key motivations

Motivational Satisfaction level

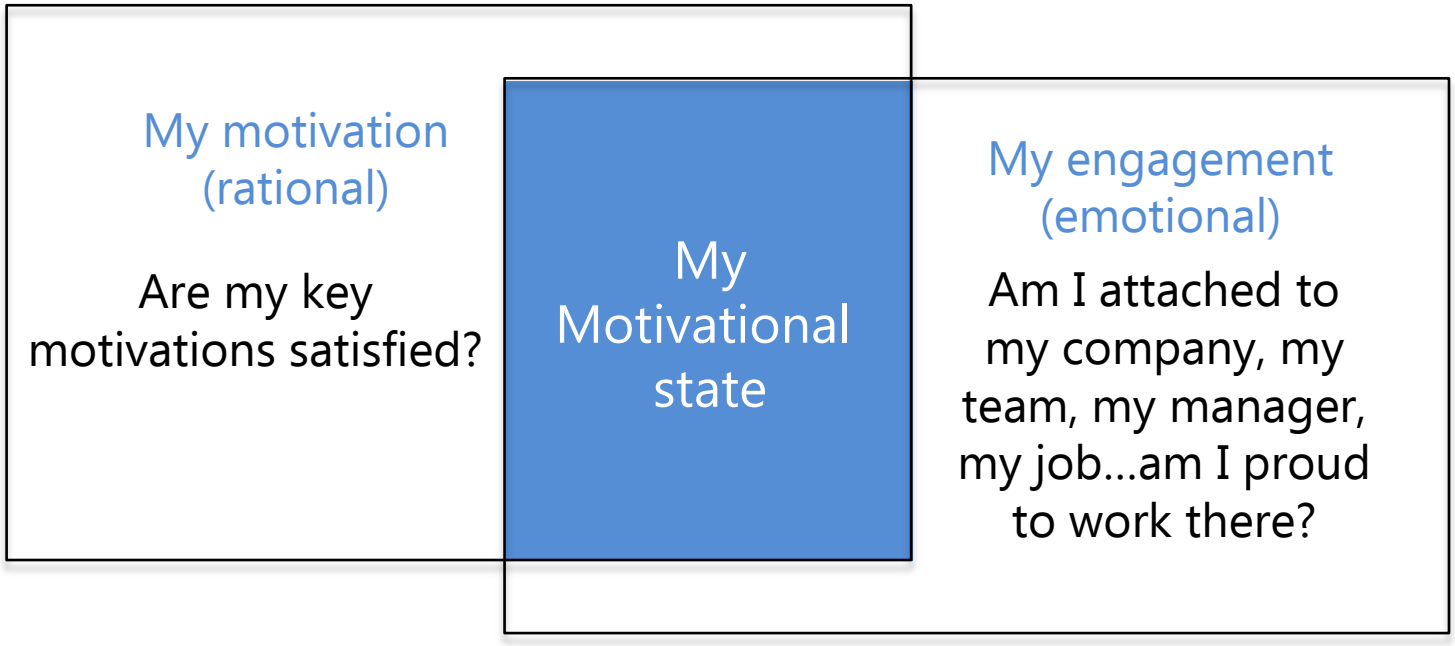
2. Engagement

How committed to the company is the employee? How proud to work for his company is he? how inspired by his manager is he?



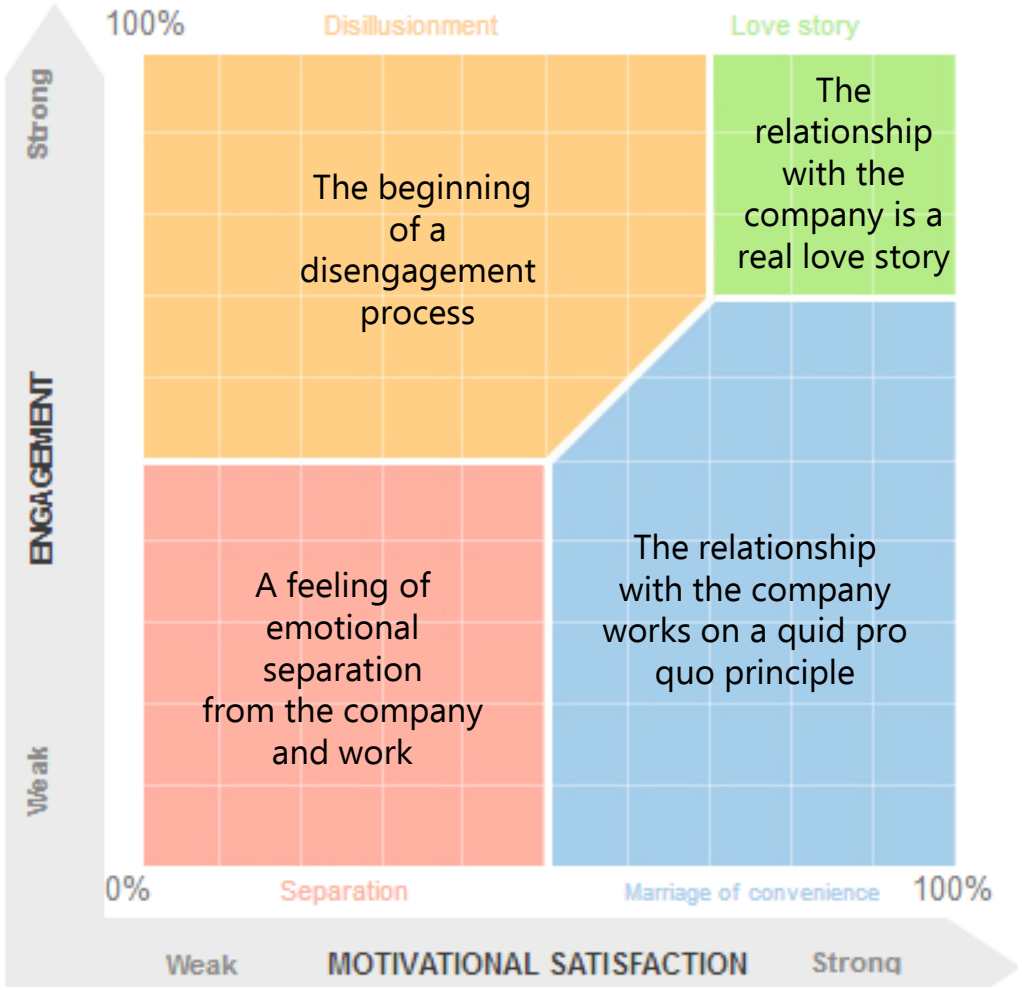
3. Motivational State

At the intersection between motivational satisfaction and engagement, the motivational state determines the full relationship between team members and the company



3. Motivational state

The 4 types of relationships between team members and their company



4. Motivational Leadership

How should the manager behave to ensure the team members' motivation and engagement

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

The questionnaires

- Individual Key motivations & Motivational satisfaction
  - Determines the individual's preferred work environment and working style
  - Determines the current work related satisfaction of the individual
- Motivational leadership of the manager

  Determines the impact of the line manager's behaviors on his team

  Determines the satisfaction level related to the manger's motivational leadership
- Engagement

  Determines the level of engagement toward the company, the team and the manager

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The process (team based)

1. Before workshop: the team members & the line manager answer online Motiva Team questionnaire (15 minutes)

2. Presentation of the results and managerial guides to the manager

3. Team Workshop part 1 "How to increase your level of motivation": a personalized guide is given to the team members who can then work together on how they can improve their unsatisfied sources of motivations.

4. Team Workshop part 2: team members work with their manager on how the less satisfactory managerial behaviors that have been rated can be improved.

The personalized Guides & global results

- For the team member:

  Guide "Your motivation at work"

- For the manager:
  - Guide "Your motivation at work"
  - Guide "Team motivation"
  - Guide "Your motivational leadership"

- For the consultant:

  Motiva Science - The team's statistics based on the questionnaires results

The process (Managers based)

1. Before workshop/coaching: the team members answer Motiva leadership questionnaire (5-8 minutes) & the manager Motiva team questionnaire

2. Each line manager gets 2 managerial guides: “Team Motivation” & “Motivational Leadership”

3. Leadership Workshop “How to be a motivational leader”:

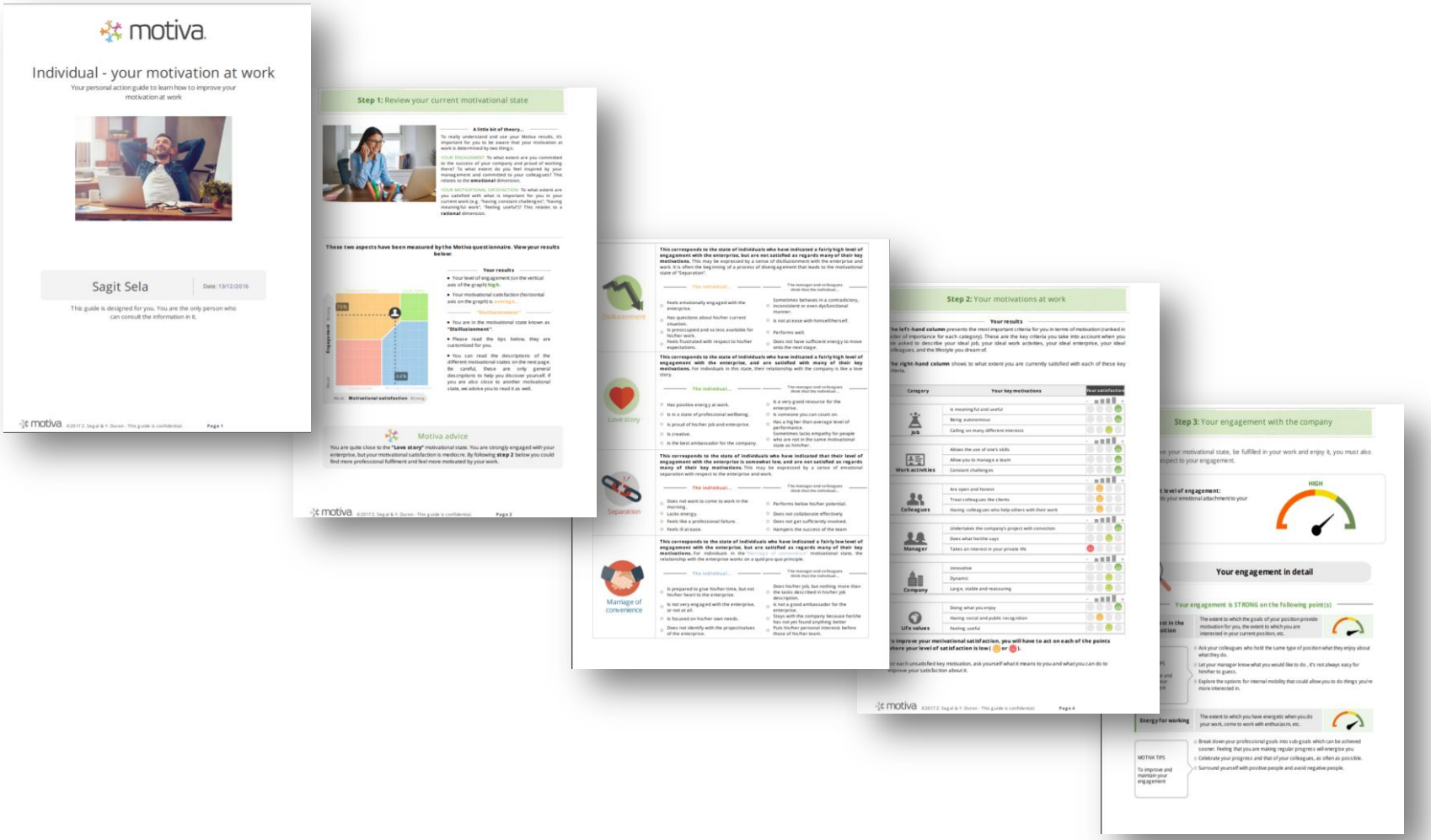
- What is motivational leadership? and why is it so important?
- How to improve your level of motivational leadership
- Managers try to find ways to improve/ brainstorm ideas on how to improve their behaviors that have been ranked unsatisfactory by the teams.

The guides for the manager & global results

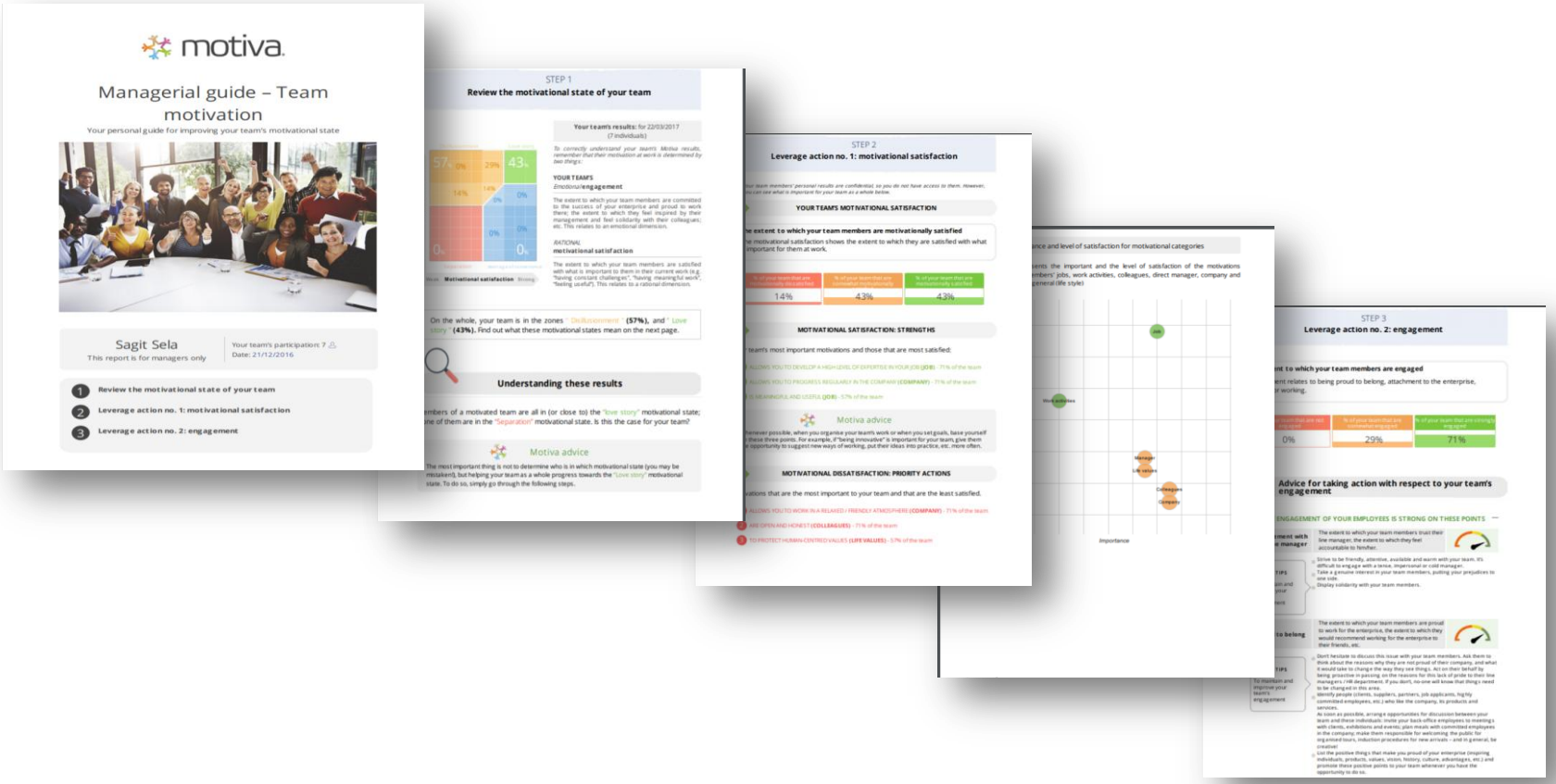
- For the manager coaching:
  - Guide “Your motivation at work”
  - Guide “Team motivation”
  - Guide “Your motivational leadership”
- For the leadership workshop:

  Motiva Science - motivational leadership results (across all teams)

Individual guide - Your motivation at work



Managerial guide - Your team motivation



Managerial guide - Your motivational leadership

Motiva Science

Global statistical results

- Motivational state
- Key Motivations
- Sources of motivation/demotivation
- Motivational DNA
- Level of motivational satisfaction and dimensions
- Engagement and dimensions
- Sources of engagement/disengagement
- Motivational leadership and dimensions
- Level of Motivational leadership satisfaction

CONTACT

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