

Performance Motivation to Change

The Performance Motivation assessment is designed to provide an indication of individuals' intentions to pursue goals aimed at enhancing individual, organizational, as well as external client and societal performance.

It asks respondents to rate (a) the value of the results coming from goal accomplishment and (b) the anticipated probability that goal accomplishment will lead to such consequences.

The result is an expectancy-value score indicating where individuals are more likely to take steps to accomplish goals and where no action on goals is expected.

Assessment Preview:

<u>Importance of the goal</u>						<u>Impact of your effort</u>					
<i>Rate how important you believe each of the goals below are</i>						<i>Rate how influential you believe your efforts are to the accomplishment of each of the goals below</i>					
None at all				A great deal		None at all				A great deal	
1	2	3	4	5		1	2	3	4	5	
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	1.	Ensuring that the resources and materials necessary to get jobs done right are available.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	2.	Meeting quality standards for all jobs and tasks.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	3.	Demonstrating your effectiveness to supervisors.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	4.	Contributing to the team's quality of life at work.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	5.	Your organization completing projects at or beyond agreed-upon criteria for success.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	6.	Successful joint ventures with your organization's partners.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	7.	Ensuring that your organization's outputs contribute to a better tomorrow.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>