EASI

PM Team Development

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EASI (13/12/2012)

+ Motivation - Test Taker Report

ABOUT THIS REPORT

TOOL & REPORT

EASI is a Typology describing typical behavioral and/or motivational styles in an occupational setting. This is further described in this report. The following report is generated only from answers given on the EASI questionnaire and doesn't include information given from any other sources. This report is for your own use and is private and confidential.

PURPOSE: INDIVIDUAL DEVELOPMENT

The purpose of this test is to get a firm point of departure for a constructive personal training. The dialogue with the use of EASI can help to focus on strengths and possible areas needing development. In addition it may provide a good opportunity to discuss the aspects that the test taker especially thrives on at work.

ETHICAL CONSIDERATIONS AND TEST TAKER'S RIGHTS

None of the results are to be considered somehow "right" or "definitive", but should always be assessed on the basis of the tasks to be solved in a specific job. The test taker is entitled to have questions about results answered by EASI certified person. The test taker should be informed of the process of which test results are a part and how the results will be used in the process. The test taker should also be told who will be made privy into whatever insights the test reveals.

ACCURACY OF THE REPORT

The behavior and motivation at work may change over time and are partially dependent on the work circumstances. If it has been a while since the test taker last took the test, you should consider whether the contents of this report still apply. The quality of EASI is particularly well documented and grounded in international standards for test quality.

The accuracy of this report very much depends on how honestly and spontaneously the test taker replied.

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Questionnaire Completed: **13/12/2012**

NORM GROUP

To get a better understanding of the results, the response is compared to those of a norm group. The norm group consists of a representative sample of a business cohort. This is a compilation that takes age, gender, management level, industry etc. into consideration.

Selected norm: **International Norm**

MOTIVATIONAL STYLE

All jobs involve duties that must be performed with a certain behaviour, even though we may not like doing them. In most jobs, for instance, there will be times when we have to complete routine tasks with a great deal of care, but which we do not necessarily find particularly stimulating.There may be many reasons to explain our behaviour. We may, for example, exhibit one kind of behaviour solely because others expect it, or because it has become a habit. But our behaviour may also be influenced by needs that are less obvious to those around us: our motivation.

The next section describes your motivational style. The description is based directly on responses to questions about motivation.

YOUR PRIMARY MOTIVATIONAL STYLE: ANALYST

Most people have a particular motivational style which is most evident. This is known as the Primary Motivational Style. Identifying the Primary Motivational Style allows people to work in a more goal-orientated way towards a career that meets their needs. This ensures greater job satisfaction and productivity.

Your answers to the motivational part of the questionnaire, shows a motivational preference for the Analyst Motivational Style.

ENTHUSIAST
- Exuberance
- Room for feelings
- Outgoing activities
- Affecting others
- Experimenting
- Spontaneity

PERSON

SUPPORTER
- Sensitivity
- Caring for one another
- Pleasant tone of voice
- Sympathy
- Acceptance
- Presence

CONTROL

PARTICIPATION
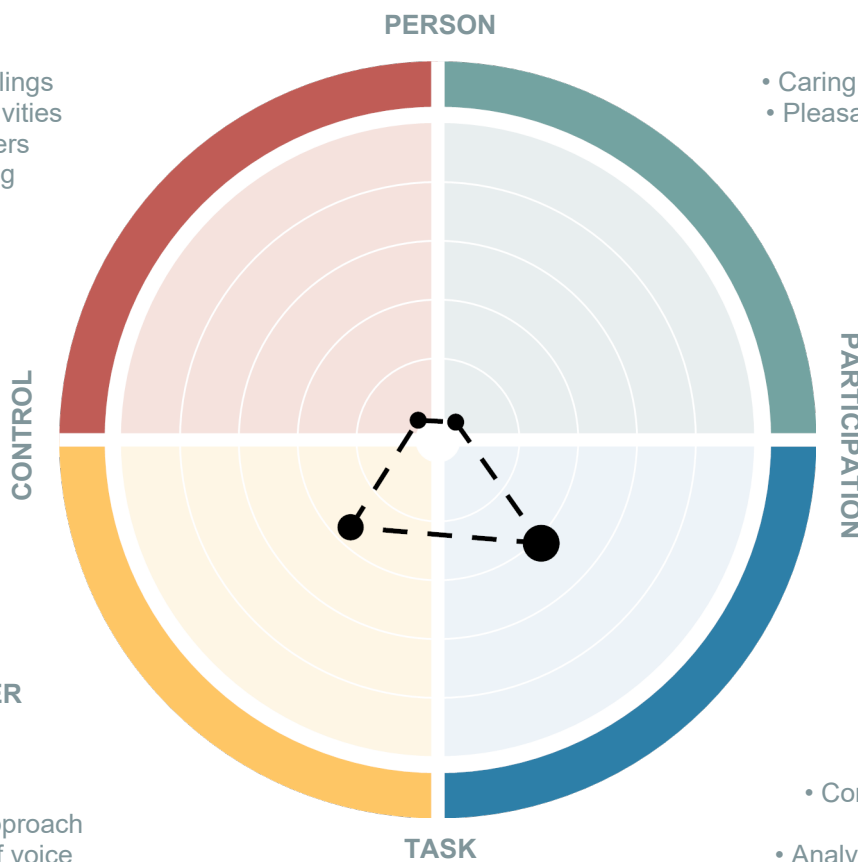
IMPLEMENTER
- Control
- Results
- Efficiency
- Pragmatic approach
- Direct tone of voice
- Short path from idea to action

TASK

ANALYST
- Deliberation
- Systematism
- Conscientiousness
- Objectivity
- Analysis & evaluation
- Accuracy

WHAT MOTIVATES YOU

It is essential for Analysts' job satisfaction and productivity that they satisfy their great need:

• For safety and quality in decisions and performance.
• For a high level of professional expertise.
• To understand and discover factual and logical connections.
• To analyse and thoroughly consider potential ways to complete tasks.
• To make sure the details are in order.
• To refine and re-use successful methods and solutions.
• To make plans and carefully comply with them.
• To be recognised for their work – not their personality.

DEVELOPMENT CATALOGUE

Please select 3-5 development actions from the list below that you want to make the most important in your on-going development. Use the actions you have selected as a basis to complete your development plan.

MOTIVATION

Suggestions on how to increase your motivation:

- [ ] **Uncertainty and ambiguity:** Use your curious questions and knowledge to establish what is needed and how you can plan to move forward. Bear in mind that new tasks and projects almost inevitably begin with a period when the tasks, and expectations of your efforts, are not clearly defined. It is confusing and frustrating for most people, and may easily discourage Analysts; but it is also a natural part of renewal.

- [ ] **Feelings:** Feelings are more important than facts and analyses for some people in certain situations. Accept this as a fact! Notice and think about the feelings that other people express and factor it into your analyses of a problem or situation. Are many people positive towards a particular proposal? Negative? What is the explanation? How could this be utilised? Feelings may seem unpredictable and unmanageable, but they also contain a lot of energy that can be used constructively for work purposes.

- [ ] **Lack of structure:** Do not insist that others always work in the structured way that you do. Some people do not enjoy working with everything in rigid structures. Try to create a common overall structure and plan, and leave more detailed planning and structures up to the person in question. Consider what they might achieve by working with another structure, or without any structure. Are there any tasks they are better at dealing with than you are?

- [ ] **Risks:** Accept that there will always be risks associated with action. Use your analytical abilities to undertake calculated risks. Always evaluate the cost of preventing risks in relation to what the costs might be if a risk becomes a reality.

PLAN OF ACTION

Describe what you will do to become more flexible in your behaviour towards others. Based on your main priorities (se catalogue above) write down your action and the typical situations, where you think that action will make a positive difference:

	PRIORITY 1	PRIORITY 2
GOAL What is the goal for your personal development?		
MOTIVATION Why is this so important to develop?		
MEASUREMENT How can you measure when you have reached your goal? Who will you ask for feedback?		
BARRIERS What barriers keep you from doing it already today?		
OPPORTUNITIES What are your opportunities to overcome these barriers?		
ACTIONS What will be your actions to meet the goal?		
WHEN WILL YOU: - take the first step? - ask for feedback/measure progress?		

When and with whom will you review this plan and follow up on it?

I will follow up on: _____ With:_____