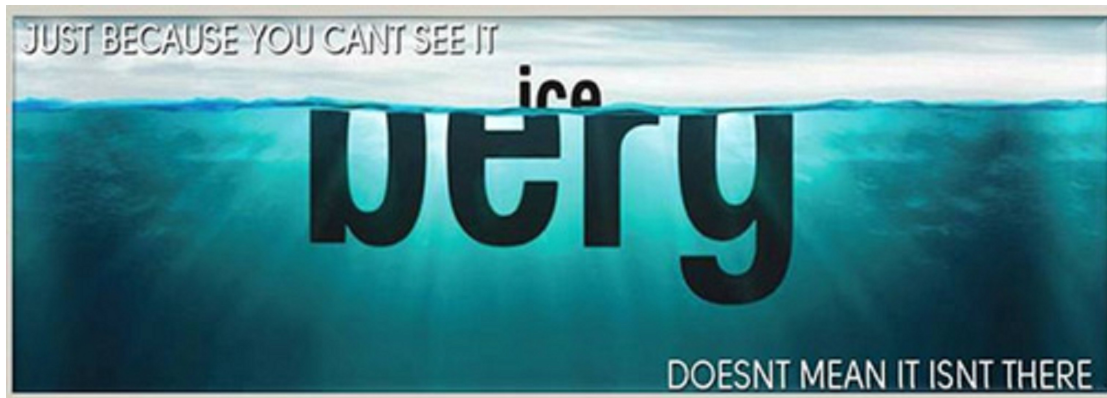




Drives Candidate Report

Name: **HW224677 041018**

Date of Report: **14/10/2018**

Who could use components of this report:



Candidate



Introduction to Drives

Drives measures an individual's motivations and values, providing a better understanding of the factors that help stimulate and energise people in their daily working lives. Drives provides clear and pragmatic insight about motivation in contemporary organisations. Understanding what motivates, enthuses and drives employees is key to ensuring they are engaged and committed. Drives is suitable for use from graduate, supervisory, managerial and professional levels to senior management roles, across all functions and industry sectors.

Drives profile

This section provides an overview of those factors which energise and stimulate you at work. The most important factors indicate 'hot spots', and are likely to get you motivated and enthused. Conversely, the least important factors indicate 'cold spots' and are least likely to enthuse or energise you.

Hot spots	Positive Impact	Making a difference to the wider community/world
	Authority	Being in control and gaining a sense of worth from seniority
	Professionalism	Doing things to a high standard of professionalism and quality
	Affiliation	Affiliating with others and valuing positive social contact at work
	Supporting	Supporting and developing people, taking satisfaction from investing in others and seeing them grow
	Achieving	Meeting challenging goals and targets
	Personal Growth	Growing and developing as an individual through work, gaining intrinsic fulfilment
	Autonomy	Having the freedom and autonomy to decide how things are done
	Pioneering	Taking the initiative in finding creative new approaches and putting them into practice
	Service	Delivering a great service to customers, providing elegant solutions that meet and exceed expectations
	Stimulation	Need for stimulation and self-expression as part of work
	Well-being	Need to have a healthy, safe and balanced work life
	Security	Meeting my needs to feel secure and in a safe position
Cold spots	Learning	Intellectual curiosity and enjoying the task of learning how to do things better or more effectively
	Acquisition	Acquiring wealth and resources, creating a sense of worth through what you have
	Recognition	Feeling respected by others, gaining a sense of worth through being valued for your contribution

Key drives

This page provides information about which aspects of your work are most and least important to you.

Think about how your needs are satisfied in your current working environment and how you might seek further opportunities for fulfilment.

Hot spots



Positive
Impact

Authority

Professionalism

Positive Impact You feel strongly that your work should benefit others in a positive way. You are not happy simply working for profit or short-term gain without consideration for the wider impact of your work. You need to work for an organisation whose values are aligned with your own, and which provides a worthwhile service. You may withdraw from situations where this is not forthcoming.

Authority You are highly motivated by feeling in control and having a clear sense of seniority in your role. In situations where this is challenged, you will feel frustrated which could result in an aggressive or rather defensive response.

Professionalism You are principally driven by producing work of the highest quality. You will do anything you can to make your work as close to perfection as possible, however this may impact upon your ability to carry out multiple projects simultaneously. You will always make decisions with integrity and refuse to make shortcuts. You would feel compromised in a situation where you are prevented from being able to take the time to get your work right.

Cold spots



Recognition

Acquisition

Learning

Recognition You do not have an overwhelming need to be publicly recognised by others for your work. You are unlikely to be concerned about other people's opinions of you; this might be because you have confidence in your own view of your performance or because you are not always comfortable receiving praise.

Acquisition Acquiring money or material possessions is not a huge priority for you, instead doing something that is enjoyable or worthwhile is likely to be more important. You don't have a strong drive to be able to afford a superior lifestyle to your peers and probably feel that work is more than simply the means to having the finer things in life.

Learning You may find it a chore to learn new techniques or explore different ways of addressing situations. You would rather be provided with a clear process to follow. You may find highly complex tasks over-complicated and significantly less satisfying than more clearly defined tasks where you can quickly reach a comfortable level of knowledge and skill.

This Assessment Report (this "Report") is being delivered and disclosed to the client organization retaining Korn Ferry (the "Client") pursuant to its engagement agreement with Korn Ferry. By accepting receipt of this Report, the Client agrees that (a) it will treat the Report and all of the information contained in the Report as private and confidential and will use the Report only for the purposes for which it was obtained; (b) it will maintain complete control over this Report and the information contained in this Report; and (c) it will otherwise hold and use this Report, and all of the information contained in this Report, in compliance with all applicable laws, including all applicable data protection and privacy laws.

This report is derived from the Talent Q Drives assessment(s), which explores the respondent's motivation in relation to employment. The respondent's results are compared with a standardisation comparison group. The Drives questionnaire is a self report measure and as such the results represent the respondent's self perceptions. This report has been computer generated. Korn Ferry do not guarantee that the report has not been modified. The use of Talent Q Drives is restricted to individuals authorised by Korn Ferry.