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INSIGHTS®

# Talent Insights® - Job (Motivators Legacy) Questionnaire



# Talent Insights® - Job (Motivators Legacy) Workplace Behaviors Response Instructions

This section will assess the behavior that is needed for successful completion of a particular job. This system allows the individual to focus on the behavioral demands of the job itself, NOT the behavior of the person performing the job. Consequently, when responding to the instrument, the focus must be an objective view of the job. If the JOB could talk, this is the way it would rate the statements.

For each statement, indicate your response on the scale provided by selecting a number between 1 and 6.



# Talent Insights® - Job (Motivators Legacy) Workplace Behaviors

For each statement, indicate your response on the scale provided by selecting a number between 1 and 6.

## 1. Changes in priorities are

Extensive

Very Limited

## 2. The need for high quality controls is

Extensive

Very Limited

## 3. Initiating new objectives is

Extensive

Very Limited

## 4. The necessity for networking is

Extensive

Very Limited

## 5. Concentrating on one task at a time is

Extensive

Very Limited

## 6. The necessity for detailed organizing is

Extensive

Very Limited



# Talent Insights® - Job (Motivators Legacy) Workplace Behaviors

For each statement, indicate your response on the scale provided by selecting a number between 1 and 6.

**7. The need for a sense of urgency is**

Extensive

Very Limited

**8. Repetitive tasks are**

Extensive

Very Limited

**9. The need for generating enthusiasm is**

Extensive

Very Limited

**10. Challenging assignments are**

Extensive

Very Limited

**11. The need to exhibit steadiness is**

Extensive

Very Limited

**12. The extent to which unpopular decisions need to be made is**

Extensive

Very Limited



# Talent Insights® - Job (Motivators Legacy) Workplace Behaviors

For each statement, indicate your response on the scale provided by selecting a number between 1 and 6.

## 13. Initiating action with strangers is

Extensive

Very Limited

## 14. Expediting action is

Extensive

Very Limited

## 15. The necessity for long-term stability is

Extensive

Very Limited

## 16. Analysis of data and facts before acting is

Extensive

Very Limited

## 17. Time to think is

Extensive

Very Limited

## 18. Working with established and stable procedures is

Extensive

Very Limited



# Talent Insights® - Job (Motivators Legacy) Workplace Behaviors

For each statement, indicate your response on the scale provided by selecting a number between 1 and 6.

**19. Concentration on details is**

Extensive

Very Limited

**20. The freedom to innovate is**

Extensive

Very Limited

**21. The necessity for a clean and organized work station is**

Extensive

Very Limited

**22. The necessity for negotiating is**

Extensive

Very Limited

**23. Initiating change is**

Extensive

Very Limited

**24. The necessity for decision-making is**

Extensive

Very Limited



# Talent Insights® - Job (Motivators Legacy) Workplace Behaviors

For each statement, indicate your response on the scale provided by selecting a number between 1 and 6.

**25. Fluctuating priorities are**

Extensive

Very Limited

**26. The amount of face-to-face communication is**

Extensive

Very Limited

**27. The amount of change in responsibilities is**

Extensive

Very Limited

**28. The frequency of presentations is**

Extensive

Very Limited

**29. The frequency of new assignments is**

Extensive

Very Limited

**30. The necessity for following procedures to perfection is**

Extensive

Very Limited



# Talent Insights® - Job (Motivators Legacy) Workplace Behaviors

For each statement, indicate your response on the scale provided by selecting a number between 1 and 6.

**31. The necessity for persuasive communications is**

Extensive

Very Limited

**32. The need for work to be completed right the first time is**

Extensive

Very Limited

**33. Being a part of an established team is**

Extensive

Very Limited

**34. Establishing steady work habits is**

Extensive

Very Limited

**35. The necessity for influencing others is**

Extensive

Very Limited

**36. The necessity for using caution is**

Extensive

Very Limited



# Talent Insights® - Job (Motivators Legacy) Workplace Behaviors

For each statement, indicate your response on the scale provided by selecting a number between 1 and 6.

**37. Achieving results in the face of adversity is**

Extensive

Very Limited

**38. The need to verbalize thoughts and ideas is**

Extensive

Very Limited

**39. Results based on overcoming obstacles is**

Extensive

Very Limited

**40. The need for optimism is**

Extensive

Very Limited



# Talent Insights® - Job (Motivators Legacy) Jobs Energizing People Profile™ Response Instructions

Job satisfaction and performance are two predictable outcomes when a job rewards individuals for pursuing what they value most.

This questionnaire identifies and prioritizes the key factors that contribute to personal fulfillment in a job.

Let the job talk to you. Read each statement as it relates to the job. Mark the number from 1-7 to indicate how well the statement describes the job.



# Talent Insights® - Job (Motivators Legacy) Jobs Energizing People Profile™

Let the job talk to you. Read each statement as it relates to the job. Mark the number from 1-7 to indicate how well the statement describes the job.

## 1. This job has a broad range of learning opportunities

Accurately describes

1	2	3	4	5	6	7
---	---	---	---	---	---	---

Does not describe

Not Applicable

## 2. This job has opportunities to help others

Accurately describes

1	2	3	4	5	6	7
---	---	---	---	---	---	---

Does not describe

Not Applicable

## 3. This job requires adherence to high aesthetic standards

Accurately describes

1	2	3	4	5	6	7
---	---	---	---	---	---	---

Does not describe

Not Applicable

## 4. This job rewards contribution to revenue and/or profit

Accurately describes

1	2	3	4	5	6	7
---	---	---	---	---	---	---

Does not describe

Not Applicable

## 5. This job requires adherence to established approaches and/or procedures

Accurately describes

1	2	3	4	5	6	7
---	---	---	---	---	---	---

Does not describe

Not Applicable

## 6. This job gives the opportunity to be free wheeling

Accurately describes

1	2	3	4	5	6	7
---	---	---	---	---	---	---

Does not describe

Not Applicable



# Talent Insights® - Job (Motivators Legacy) Jobs Energizing People Profile™

Let the job talk to you. Read each statement as it relates to the job. Mark the number from 1-7 to indicate how well the statement describes the job.

**7. This job gives the opportunity to help disadvantaged people and/or eliminate injustice**

Accurately describes

<input type="text" value="1"/>	<input type="text" value="2"/>	<input type="text" value="3"/>	<input type="text" value="4"/>	<input type="text" value="5"/>	<input type="text" value="6"/>	<input type="text" value="7"/>
--------------------------------	--------------------------------	--------------------------------	--------------------------------	--------------------------------	--------------------------------	--------------------------------

Does not describe

Not Applicable

**8. This job gives the opportunity to challenge the status quo**

Accurately describes

<input type="text" value="1"/>	<input type="text" value="2"/>	<input type="text" value="3"/>	<input type="text" value="4"/>	<input type="text" value="5"/>	<input type="text" value="6"/>	<input type="text" value="7"/>
--------------------------------	--------------------------------	--------------------------------	--------------------------------	--------------------------------	--------------------------------	--------------------------------

Does not describe

Not Applicable

**9. This job has the authority to control self and others**

Accurately describes

<input type="text" value="1"/>	<input type="text" value="2"/>	<input type="text" value="3"/>	<input type="text" value="4"/>	<input type="text" value="5"/>	<input type="text" value="6"/>	<input type="text" value="7"/>
--------------------------------	--------------------------------	--------------------------------	--------------------------------	--------------------------------	--------------------------------	--------------------------------

Does not describe

Not Applicable

**10. This job gives the opportunity to do research and collect data**

Accurately describes

<input type="text" value="1"/>	<input type="text" value="2"/>	<input type="text" value="3"/>	<input type="text" value="4"/>	<input type="text" value="5"/>	<input type="text" value="6"/>	<input type="text" value="7"/>
--------------------------------	--------------------------------	--------------------------------	--------------------------------	--------------------------------	--------------------------------	--------------------------------

Does not describe

Not Applicable

**11. This job rewards disciplined adherence to rules**

Accurately describes

<input type="text" value="1"/>	<input type="text" value="2"/>	<input type="text" value="3"/>	<input type="text" value="4"/>	<input type="text" value="5"/>	<input type="text" value="6"/>	<input type="text" value="7"/>
--------------------------------	--------------------------------	--------------------------------	--------------------------------	--------------------------------	--------------------------------	--------------------------------

Does not describe

Not Applicable

**12. The organization and management team invest resources in public image**

Accurately describes

<input type="text" value="1"/>	<input type="text" value="2"/>	<input type="text" value="3"/>	<input type="text" value="4"/>	<input type="text" value="5"/>	<input type="text" value="6"/>	<input type="text" value="7"/>
--------------------------------	--------------------------------	--------------------------------	--------------------------------	--------------------------------	--------------------------------	--------------------------------

Does not describe

Not Applicable



# Talent Insights® - Job (Motivators Legacy) Jobs Energizing People Profile™

Let the job talk to you. Read each statement as it relates to the job. Mark the number from 1-7 to indicate how well the statement describes the job.

**13. This job provides an opportunity to receive bonuses, commission or merit pay based on performance**

Accurately describes

Does not describe

Not Applicable

**14. This job provides an opportunity for advancement, recognition and/or prestige**

Accurately describes

Does not describe

Not Applicable

**15. This job rewards improving speed and efficiency**

Accurately describes

Does not describe

Not Applicable

**16. This job requires application of knowledge or theories**

Accurately describes

Does not describe

Not Applicable

**17. This job rewards self-sacrifice**

Accurately describes

Does not describe

Not Applicable



# Talent Insights® - Job (Motivators Legacy) Jobs Energizing People Profile™

Let the job talk to you. Read each statement as it relates to the job. Mark the number from 1-7 to indicate how well the statement describes the job.

**18. The organization and management team reinforce following procedures**

Accurately describes






Does not describe

Not Applicable

**19. The organization and management team encourage and support continuous learning**

Accurately describes






Does not describe

Not Applicable

**20. This job provides freedom to be unconventional**

Accurately describes






Does not describe

Not Applicable

**21. The organization and management team encourage maximizing resources**

Accurately describes






Does not describe

Not Applicable

**22. This job rewards preserving or enhancing image**

Accurately describes






Does not describe

Not Applicable

**23. The organization and management team encourage and/or promote humanitarian efforts**

Accurately describes






Does not describe

Not Applicable



# Talent Insights® - Job (Motivators Legacy) Jobs Energizing People Profile™

Let the job talk to you. Read each statement as it relates to the job. Mark the number from 1-7 to indicate how well the statement describes the job.

**24. This job rewards championing change, taking risks and making tough decisions**

Accurately describes

<input type="text" value="1"/>	<input type="text" value="2"/>	<input type="text" value="3"/>	<input type="text" value="4"/>	<input type="text" value="5"/>	<input type="text" value="6"/>	<input type="text" value="7"/>
--------------------------------	--------------------------------	--------------------------------	--------------------------------	--------------------------------	--------------------------------	--------------------------------

Does not describe

Not Applicable

**25. This job provides pleasant, attractive and comfortable decor**

Accurately describes

<input type="text" value="1"/>	<input type="text" value="2"/>	<input type="text" value="3"/>	<input type="text" value="4"/>	<input type="text" value="5"/>	<input type="text" value="6"/>	<input type="text" value="7"/>
--------------------------------	--------------------------------	--------------------------------	--------------------------------	--------------------------------	--------------------------------	--------------------------------

Does not describe

Not Applicable

**26. The organization and management team respect self-promotion and/or strong egos**

Accurately describes

<input type="text" value="1"/>	<input type="text" value="2"/>	<input type="text" value="3"/>	<input type="text" value="4"/>	<input type="text" value="5"/>	<input type="text" value="6"/>	<input type="text" value="7"/>
--------------------------------	--------------------------------	--------------------------------	--------------------------------	--------------------------------	--------------------------------	--------------------------------

Does not describe

Not Applicable

**27. This job requires a strong belief in a specific philosophy**

Accurately describes

<input type="text" value="1"/>	<input type="text" value="2"/>	<input type="text" value="3"/>	<input type="text" value="4"/>	<input type="text" value="5"/>	<input type="text" value="6"/>	<input type="text" value="7"/>
--------------------------------	--------------------------------	--------------------------------	--------------------------------	--------------------------------	--------------------------------	--------------------------------

Does not describe

Not Applicable

**28. This job requires adherence to policies and/or standards**

Accurately describes

<input type="text" value="1"/>	<input type="text" value="2"/>	<input type="text" value="3"/>	<input type="text" value="4"/>	<input type="text" value="5"/>	<input type="text" value="6"/>	<input type="text" value="7"/>
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Does not describe

Not Applicable

**29. This job gives the opportunity to improve the image, feeling of things or experiences**

Accurately describes

<input type="text" value="1"/>	<input type="text" value="2"/>	<input type="text" value="3"/>	<input type="text" value="4"/>	<input type="text" value="5"/>	<input type="text" value="6"/>	<input type="text" value="7"/>
--------------------------------	--------------------------------	--------------------------------	--------------------------------	--------------------------------	--------------------------------	--------------------------------

Does not describe

Not Applicable



# Talent Insights® - Job (Motivators Legacy) Jobs Energizing People Profile™

Let the job talk to you. Read each statement as it relates to the job. Mark the number from 1-7 to indicate how well the statement describes the job.

**30. This job requires research and data collection**

Accurately describes

<input type="text" value="1"/>	<input type="text" value="2"/>	<input type="text" value="3"/>	<input type="text" value="4"/>	<input type="text" value="5"/>	<input type="text" value="6"/>	<input type="text" value="7"/>
--------------------------------	--------------------------------	--------------------------------	--------------------------------	--------------------------------	--------------------------------	--------------------------------

Does not describe

Not Applicable

**31. The organization and management team encourage involvement with charitable organizations**

Accurately describes

<input type="text" value="1"/>	<input type="text" value="2"/>	<input type="text" value="3"/>	<input type="text" value="4"/>	<input type="text" value="5"/>	<input type="text" value="6"/>	<input type="text" value="7"/>
--------------------------------	--------------------------------	--------------------------------	--------------------------------	--------------------------------	--------------------------------	--------------------------------

Does not describe

Not Applicable

**32. This job gives the opportunity to explore new ways to solve old problems**

Accurately describes

<input type="text" value="1"/>	<input type="text" value="2"/>	<input type="text" value="3"/>	<input type="text" value="4"/>	<input type="text" value="5"/>	<input type="text" value="6"/>	<input type="text" value="7"/>
--------------------------------	--------------------------------	--------------------------------	--------------------------------	--------------------------------	--------------------------------	--------------------------------

Does not describe

Not Applicable

**33. The organization and management team encourage and reinforce ambition**

Accurately describes

<input type="text" value="1"/>	<input type="text" value="2"/>	<input type="text" value="3"/>	<input type="text" value="4"/>	<input type="text" value="5"/>	<input type="text" value="6"/>	<input type="text" value="7"/>
--------------------------------	--------------------------------	--------------------------------	--------------------------------	--------------------------------	--------------------------------	--------------------------------

Does not describe

Not Applicable

**34. This job requires genuine compassion towards others**

Accurately describes

<input type="text" value="1"/>	<input type="text" value="2"/>	<input type="text" value="3"/>	<input type="text" value="4"/>	<input type="text" value="5"/>	<input type="text" value="6"/>	<input type="text" value="7"/>
--------------------------------	--------------------------------	--------------------------------	--------------------------------	--------------------------------	--------------------------------	--------------------------------

Does not describe

Not Applicable

**35. The organization and management team encourage and support preservation of the environment and/or natural resources**

Accurately describes

<input type="text" value="1"/>	<input type="text" value="2"/>	<input type="text" value="3"/>	<input type="text" value="4"/>	<input type="text" value="5"/>	<input type="text" value="6"/>	<input type="text" value="7"/>
--------------------------------	--------------------------------	--------------------------------	--------------------------------	--------------------------------	--------------------------------	--------------------------------

Does not describe

Not Applicable



# Talent Insights® - Job (Motivators Legacy) Jobs Energizing People Profile™

Let the job talk to you. Read each statement as it relates to the job. Mark the number from 1-7 to indicate how well the statement describes the job.

## 36. The organization and management team reinforce bottom line contributions

Accurately describes

Does not describe

Not Applicable

## 37. The organization and management team offer, encourage and pay for seminars, training and education

Accurately describes

Does not describe

Not Applicable

## 38. This job rewards contributions to others and/or a social cause

Accurately describes

Does not describe

Not Applicable

## 39. The organization and management team encourage following a set of principles and values

Accurately describes

Does not describe

Not Applicable

## 40. This job requires strict compliance to a set of principles

Accurately describes

Does not describe

Not Applicable



# Talent Insights® - Job (Motivators Legacy) Jobs Energizing People Profile™

Let the job talk to you. Read each statement as it relates to the job. Mark the number from 1-7 to indicate how well the statement describes the job.

## 41. This job requires ongoing study, ideas and learning just to keep current

Accurately describes

Does not describe

Not Applicable

## 42. This job requires protecting and/or preserving natural resources

Accurately describes

Does not describe

Not Applicable