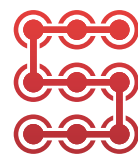


**—OCCUPATIONAL—  
MOTIVATORS**

# Individual Interpretive Report

2 June 2030

Sample Candidate



**iAssess**

## CANDIDATE

AGENCY: Sample Agency  
 CANDIDATE: Sample candidate  
 DATE: 2 June 2030

## INTRODUCTION

Occupational Motivators (OM) is designed to match individuals to jobs based on their preferences. It describes an individual on 16 different motivators. This way of describing motivation is based on an established framework that has been used around the world. This report provides information about your motivators that are relevant in your work, but it can also be useful at home, in school or with friends. You can use this report to help you find jobs that suit you better.

## USE OF REPORT

This report outlines your motivators on 16 sub-factors. To make the best use of this report, we suggest taking the following steps:

- Use the suggestions in the report to narrow your job search
- Review the preferences that have been identified
- Discuss with someone who knows you well regarding possible career choices
- Think about how you can contribute to your future employer based on your motivators

## BENCHMARK

The reference group selected for this report are working professionals aged above 20 years old. Your responses are compared to this group to make meaningful comparisons. The results are shown in a format similar to the table below.

Very Low	Low	Moderately Low	Average	Moderately High	High	Very High
Very Unimportant	Unimportant	Slightly Unimportant	Neutral	Slightly Important	Important	Very Important

## INTERPRETATION

Profiling questionnaires can provide a useful source of information. Such profiles help to identify the type of jobs that candidates can build their careers on. Different people have different profiles, and the OM report reflects the unique profile of each individual. This report is valid for 12 months from date of assessment.

## CONFIDENTIALITY

This report is confidential and is meant for viewing by the candidate or by those appropriately authorised. It should not be distributed without permission or proper security controls.

# OCCUPATIONAL MOTIVATORS (OM)

- Accumulation
- Activity
- Order
- Security



- Acceptance
- Contact
- Family
- Status

- Enjoyment
- Power
- Remuneration
- Victory

- Curiosity
- Honour
- Idealism
- Independence

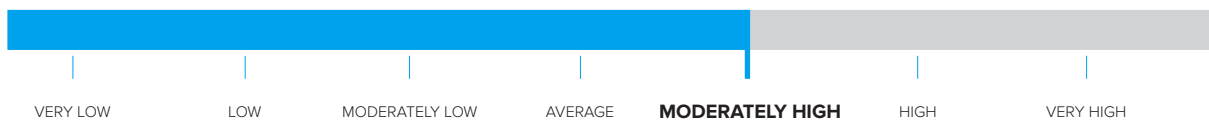
Detailed descriptions of the motivators can be found in the glossary at the back of this report.

## PROFILE SUMMARY



**ACCUMULATION**

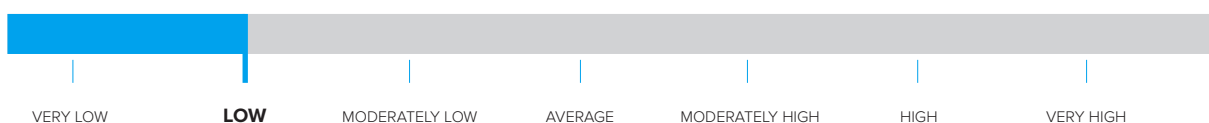
The need to collect, stockpile or acquire more things



You have a slightly above average need for accumulation and are able to accept a wide range of jobs that may require you to cut down on wastage and/or wasted effort.

**ACTIVITY**

The need for body movement and activity



You have little need for physical activity and thus you can perform effectively in jobs where you are required to stay still for a long period of time. Sedentary jobs such as call centre operator, receptionist, data entry clerk, computer programmer, writer, airline pilot and drone operator are good examples.

**ORDER**

The need for prepared, established and conventional environments



You have a slightly above average need for order and are able to accept a wide range of jobs that may sometimes require you to accept orderly and predictable environments.

**SECURITY**

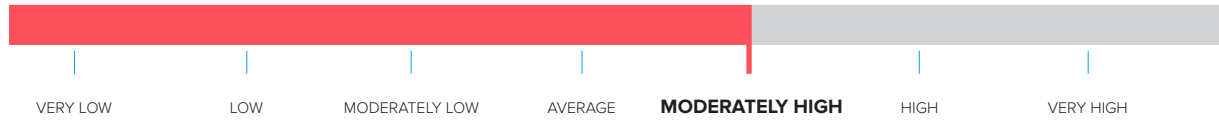
The need to be protected and safe



You have a very strong need for security and you might prefer jobs with minimum physical risks and stress in your work environment. You can explore occupations where you work in a safe environments without tight deadlines, such as university professor, tailor, medical records technician, jeweller, audiologist, dietician and librarian.

**ENJOYMENT**

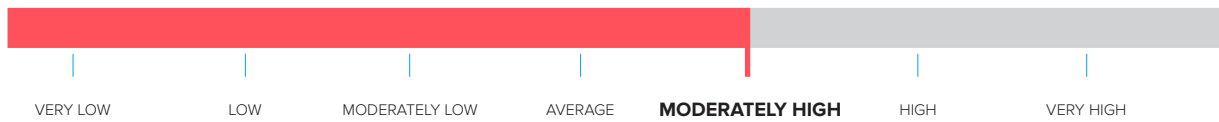
The need to enjoy sensory delights, experiences and expression



You have a slightly above average need for enjoyment and are able to accept a wide range of jobs that may require you to have little exposure to harsh or unpleasant work environments.

**POWER**

The need for control of one's environment including the people surrounding oneself



You have a slightly above average need for power and are able to accept a wide range of jobs that require you to accept a higher level of control over the people in your work environment.

**REMUNERATION**

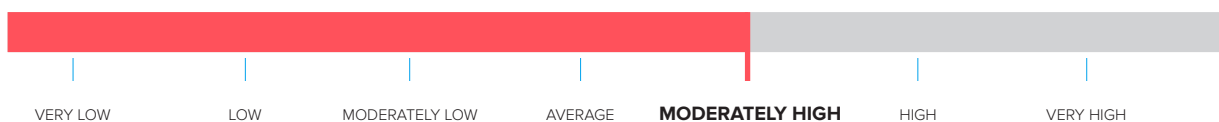
The need to improve one's situation in the material world



You have an average need for remuneration and are able to accept a wide range of jobs that may require you to accept low pay and few job benefits.

**VICTORY**

The need to compete and win against others



You have a slightly above average need for victory and are able to accept a wide range of jobs that sometimes require you to confront, compete and defeat others.

**ACCEPTANCE**

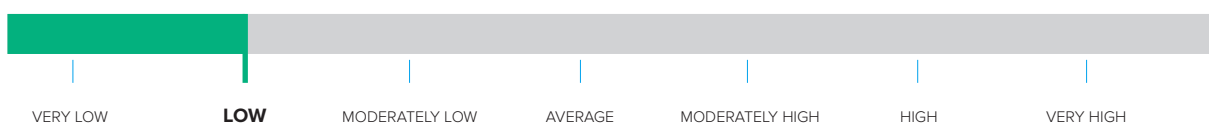
The need to be appreciated and recognised by others



You have an average need for social acceptance and are able to accept a wide range of jobs that may expose you to some criticism and rejection.

**CONTACT**

The need for companionship and belonging



You have little need for interpersonal contact and thus you can perform effectively in jobs where you are required to work alone for a long period of time. Jobs such as night-shift security guard, truck driver, writer, researcher, auditor, geological engineer are good examples.

**FAMILY**

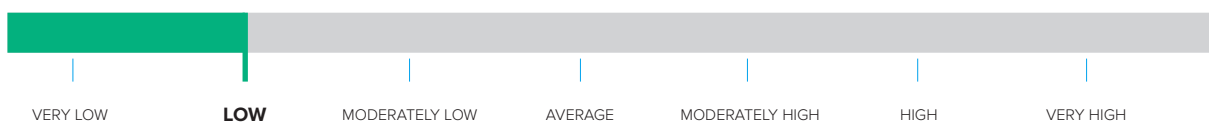
The need to be available, care for and protect loved ones



You have an average need to focus on family life and are able to accept a wide range of jobs that may sometimes require you to be away from your family members, or to live a lifestyle that is not family friendly.

**STATUS**

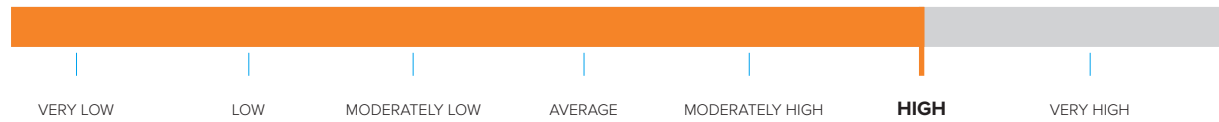
The need to be given attention and preferential treatment



You have little need for status and thus you can perform effectively in jobs that lack glamour and prestige. Jobs in humble or obscure industries (e.g. funeral services, recycling, manufacturing, construction, hygiene) and modest-sounding job titles (e.g. construction worker, welder, garbage collector, sailor, taxi driver, farmer) are good examples.

**CURIOSITY**

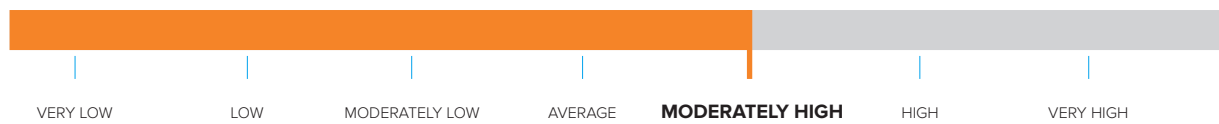
The need to learn and gain knowledge



You have a strong need for curiosity and you might prefer jobs where you have many opportunities to learn. Possible careers include those in computer science, engineering, law, medicine, teaching and research.

**HONOR**

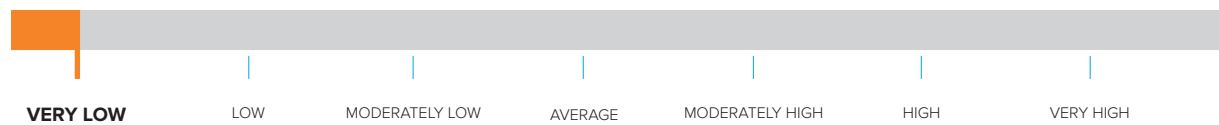
The need to uphold one's principles and values



You have a slightly above average need to maintain a strict code of honour and are able to accept a wide range of jobs that may sometimes require you to be strict with following your principles and values.

**IDEALISM**

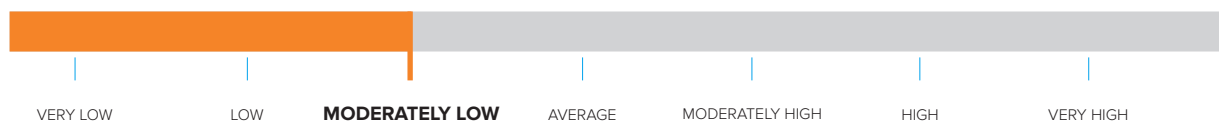
The need to achieve one's ideals



You have very little need for idealism and thus you can perform effectively in jobs that require you to compromise on your hopes and ideals. You prefer to focus on the practical aspects that will get the results you need, rather than to try to pursue your dreams.

**INDEPENDENCE**

The need to be self-reliant and free from others' control



You have a slightly below average need for independence and are able to accept a wide range of jobs that may sometimes require you to adhere to the preferences and work styles of others.

# OCCUPATIONAL MOTIVATION

<b>ACCEPTANCE</b>	The need to be appreciated and recognised by others. When we are accepted, we gain the protection and support of the group. People who have a strong drive in this area find it hard to do jobs where they face rejection, such as in sales, customer support and law enforcement.
<b>ACCUMULATION</b>	The need to collect, stockpile or acquire more things. Many people actively accumulate things (no matter model trains, books or cash in one's bank account) that are important to them. People who have a strong drive in this area can find it hard to do jobs which require them to give up or act contrary to the desire to collect and maintain prized possessions.
<b>ACTIVITY</b>	The need for body movement and activity. Many of us want to move around and do some physical exertion throughout the work day. People who have a strong drive in this area find it hard to do jobs which require them to stay still in one place.
<b>CONTACT</b>	The need for companionship and belonging. Being able to meet and interact with others is important to many of us. People who have a strong drive in this area can find it hard to do jobs which requires them to work alone for long periods of time.
<b>CURIOSITY</b>	The need to learn and gain knowledge. This gets us out of our comfort zones so that we can cope with changing conditions. People who have a strong drive in this area find it hard to do routine jobs which provide little opportunities for learning new things.
<b>ENJOYMENT</b>	The need to enjoy sensory delights, experiences and expression. All of us have biological drives that spur us to enjoy certain sensory experiences. People with strong drives in this area can find it hard to do jobs which require them to abstain from sensory enjoyment for long periods of time.
<b>FAMILY</b>	The need to be available, care for and protect loved ones. The family is often the only place where most people can be completely trusting and accepting of each other. People who have a strong drive in this area find it hard to do jobs which prevent them from fulfilling family responsibilities and spending quality time with family members.
<b>HONOUR</b>	The need to uphold one's principles and values. Most of us value our reputation and seek consistency between our actions and values. People who have a strong drive in this area find it hard to do jobs which require them to do ethically questionable activities.
<b>IDEALISM</b>	The need to achieve one's ideals. Many of us have dreams and aspirations of a better world that we hope to create. People who have a strong drive in this area find it hard to do jobs which require them to do work that goes against their ideals.
<b>INDEPENDENCE</b>	The need to be self-reliant and free from others' control. Being independent boosts our sense of control and freedom. People who have a strong drive in this area find it hard to do jobs which require them to conform to other people's work style or rules.
<b>ORDER</b>	The need for prepared, established and conventional environments. Those who seek order organise their lives, make detailed plans for the future and work best in tidy environments. People who have a strong drive in this area find it hard to do jobs which lack predictability.
<b>POWER</b>	The need for control of one's environment including the people surrounding oneself. Having power allows us to achieve goals even if other people are opposing us. People who have a strong drive in this area find it hard to do jobs which have little control over their own work life and the people around them.
<b>REMUNERATION</b>	The need to improve one's situation in the material world. Those who seek remuneration focus on maximising the material benefits that can be gained from their own effort. People who have a strong drive in this area can find it hard to do jobs which requires them to accept low material returns from their own effort.
<b>SECURITY</b>	The need to feel protected, safe and peaceful. Those who seek security will place a strong emphasis on avoiding potentially harmful situations and issues. People who have a strong drive in this area can find it hard to do jobs which may put their life and safety in jeopardy.
<b>STATUS</b>	The need to be given attention and preferential treatment. In our society, we often duel for supremacy, boast of our achievements and downplay others. People who have a strong drive in this area can find it hard to do jobs which are considered low status by others.
<b>VICTORY</b>	The need to compete and win against others. Many of us want to show that we are superior to others. People who have a strong drive in this area can find it hard to do jobs where they feel that they are losing to or being inferior to others.