

# MatchV

An Assessio Product

Name

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# MatchV

Welcome to your MatchV report.

Human motivation has long been a focus of research. The topic has been explored from a variety of perspectives and approaches and the key question remains: how are individuals both similar and different in what motivates, inspires, drives action, and what their needs are?

Understanding the core values and psychological needs of a person can help explain what motivates them and thus provide deeper insights into what is attractive and important to them. This allows for a better understanding of how an individual's talent, skills, and expertise can be used and developed, something that would be beneficial for both the individual and their environment, for instance, their work.

## **What is MatchV?**

MatchV is based on a well-established theoretical framework for motivation and psychological needs called Self-Determination Theory (SDT). This framework provides insight into the types of tasks, activities, and organizational cultures that a person is attracted to and motivated by. MatchV conceptualizes SDT using the following seven scales:

Need for change

Need for status

Need for pleasure

Need for achievement

Need for curiosity

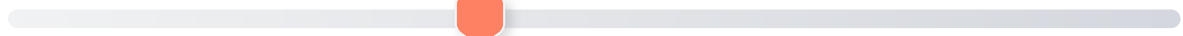
Need for connection

Need for integrity

In the following report you will find where you scored on each of these scales and gain insights regarding what motivates you, and your psychological needs at work.

# Summary

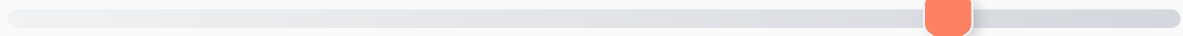
Conservative Need for change Innovative



Motivated by  
*Stability, structure, routine*

Motivated by  
*Autonomy, excitement, change*

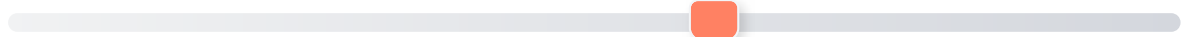
Modest Need for status Prestigious



Motivated by  
*Low-key, consensus, equitable relationships*

Motivated by  
*Being respected, recognition, leading*

Industrious Need for pleasure Joyful



Motivated by  
*Focused, serious, disciplined*

Motivated by  
*Informal, light-hearted, work-play hard*

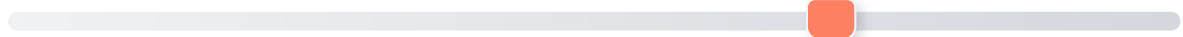
Relaxed Need for achievement Driven



Motivated by  
*Getting along, satisfied, own interests*

Motivated by  
*Gaining mastery, being capable, getting ahead*

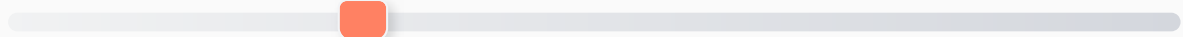
Pragmatic Need for curiosity Curious



Motivated by  
*Continuity, predictability, the already known*

Motivated by  
*Exploring, experimenting, using imagination*

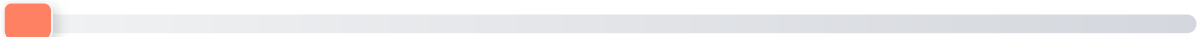
Independent Need for connection Collaborative



Motivated by  
*Independent, candid, own space and work*

Motivated by  
*Collaborative, connecting, interacting*

Agile Need for integrity Principled



Motivated by  
*Flexibility, challenging norms, fast moving*

Motivated by  
*Moral, altruism, purpose driven*

# Your results in detail

## Need for change: Conservative v Innovative

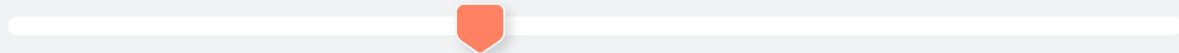
### Scale description

High scorers are motivated to seek out autonomy, excitement, change, and novelty. Low scorers, on the other hand, are more motivated by stability, structure, routine, and tradition. High scorers value uncertainty and ambiguity, and will prefer roles where they are able to take risks. Low scorers value stability, continuity, and familiarity, and will be most comfortable in positions with a clear hierarchy.

### Your result

**Conservative**  
*Stability, structure, routine*

**Innovative**  
*Autonomy, excitement, change*



#### Your core needs

- implement things well
- make sure operations continue smoothly
- ensure adherence to standards, process, and principles
- do things how they are traditionally done

#### Your cultural fit

- honest, straightforward, and respectful
- structured and cooperative
- focused and disciplined
- clear about goals and processes

## Need for status: Modest v Prestigious

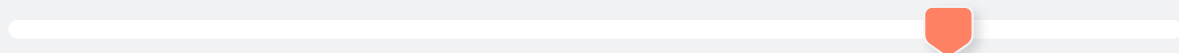
### Scale description

High scorers are motivated by gaining social prestige, recognition from others, and leading. Low scorers are motivated by cooperation, and being part of the team. High scorers value being in positions of power, being respected, and having others look up to them. Low scorers value consensus and equitable relationships, and have no need for control or power.

### Your result

**Modest**  
*Low-key, consensus, equitable relationships*

**Prestigious**  
*Being respected, recognition, leading*



#### Your core needs

- be in charge and lead others
- move up the ladder and do what it takes to get to the top
- be seen and noticed for your achievements
- be widely recognized by others

#### Your cultural fit

- driven, competitive and ambitious
- quick to recognise achievement
- able to offer professional advancement
- in high profile and prestigious fields

## Need for pleasure: Industrious v Joyful

### Scale description

High scorers are motivated by instant gratification and enjoyment. Low scorers will not be as motivated to pursue pleasure or self-indulgence, instead preferring more serious activities and values. High scorers value activities in which they can mix business and pleasure and they will want to be in an environment that is stimulating, fun, and entertaining. Low scorers value formality, being prudent, and even frugal.

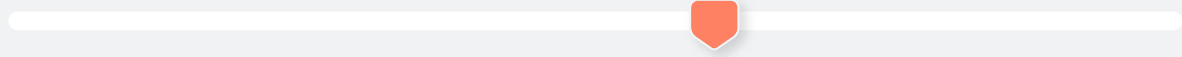
### Your result

**Industrious**

*Focused, serious, disciplined*

**Joyful**

*Informal, light-hearted, work-play hard*



#### Your core needs

- have fun and enjoy yourself
- work hard and play hard
- be informal and entertained
- obtain and enjoy luxuries

#### Your cultural fit

- light-hearted and informal
- unclear about boundaries between work and life, often mixing the two
- energetic and very playful
- full of chances to have fun with others

## Need for achievement: Relaxed v Driven

### Scale description

High scorers are deeply interested in and motivated by gaining mastery and becoming experts. Low scorers are satisfied and content with themselves, and often motivated by other interests. High scorers value seeing progress and attainment, enjoy order, and are comfortable working in well-defined ways to grow their capability. Low scorers value the direction of capable leaders, preferring environments that champion teamwork and loyalty.

### Your result

**Relaxed**

*Getting along, satisfied, own interests*

**Driven**

*Gaining mastery, being capable, getting ahead*



#### Your core needs

- get along and not stand out from the crowd
- be a good contributor and learn from others
- lead a relaxed and satisfied life
- follow the direction of others

#### Your cultural fit

- team oriented
- not too testing or demanding
- having capable leaders who provide direction
- somewhere loyalty is valued

## Need for curiosity: Pragmatic v Curious

### Scale description

High scorers are self-directed and stimulated by new places, people, and ideas. They value exploring, finding things out, and using their imaginations. Low scorers in contrast prefer continuity, predictability, and what is already known. High scorers will want to be in positions that enable learning and the chance to experiment and try new things. Low scorers have little need for novelty and will be more satisfied in roles that afford them stability.

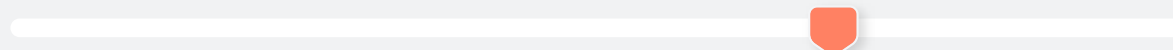
### Your result

Pragmatic

*Continuity, predictability, the already known*

Curious

*Exploring, experimenting, using imagination*



#### Your core needs

- learn new things and understand how things work
- try new things
- explore new places
- seek variety and difference

#### Your cultural fit

- allowing of experimentation
- somewhere with diverse and varied colleagues
- innovative and creative
- full of creative and interesting people

## Need for connection: Independent v Collaborative

### Scale description

High scorers are motivated by their need to connect with others, to care for others, and to be around people. Low scorers are motivated by their need for their own space and prefer to focus on their responsibilities and work. High scorers value being in roles that require socializing, working on teams, and staying close to people. Low scorers have less need for connection and may prefer to work alone.

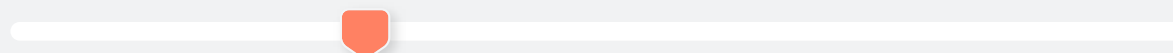
### Your result

Independent

*Independent, candid, own space and work*

Collaborative

*Collaborative, connecting, interacting*



#### Your core needs

- work independently
- have your own time and space
- be candid and transparent
- do things your own way

#### Your cultural fit

- quiet and let you focus
- a low-touch workspace
- a limited number of meetings
- little requirement to socialize

# Need for integrity: Agile v Principled

## Scale description

High scorers are motivated to display acts of altruism, live by a strong moral code, and act on their principles. Low scorers by contrast are motivated to put themselves first, adopt a flexible approach to right and wrong, and challenge existing norms and structures. High scorers value principles and living in accordance to their morals. Low scorers value pragmatism and flexibility.

## Your result

### Agile

*Flexibility, challenging norms, fast moving*

### Principled

*Moral, altruism, purpose driven*



#### Your core needs

- challenge rules and assumptions
- push back against authority
- put yourself before others
- do things differently, just because

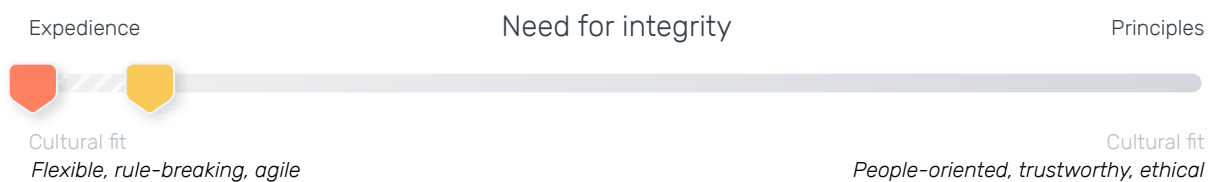
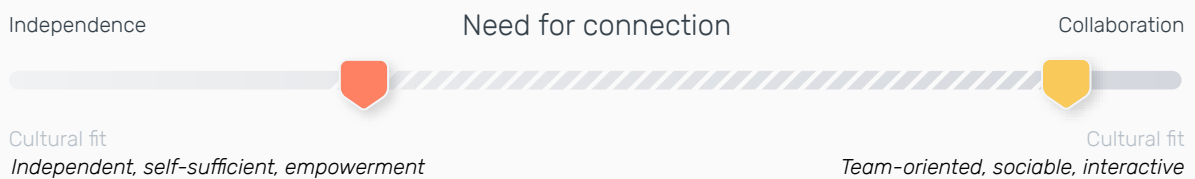
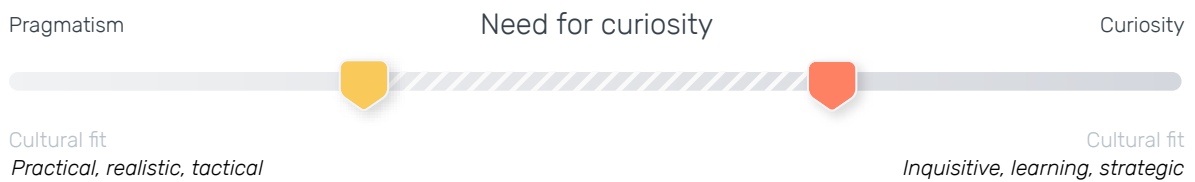
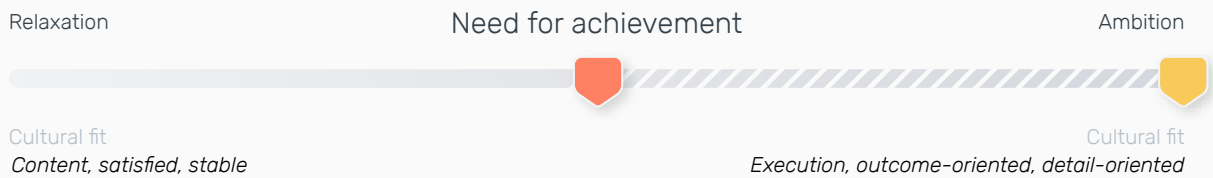
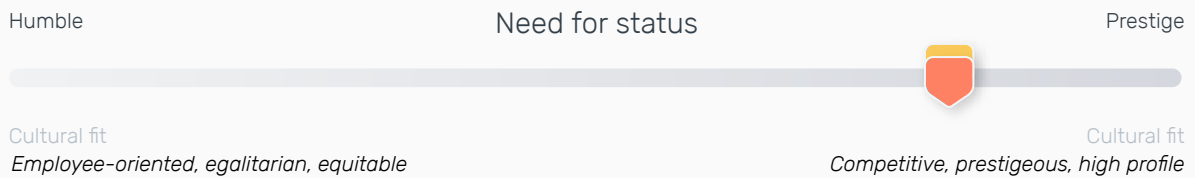
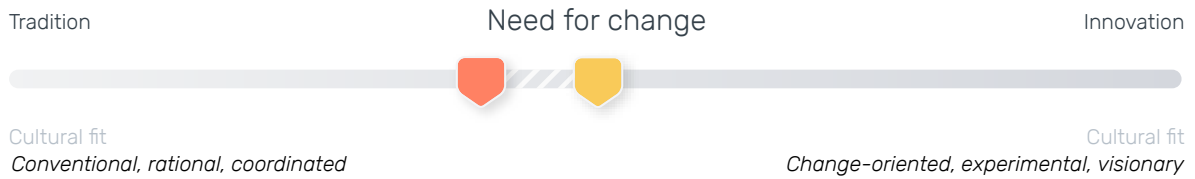
#### Your cultural fit

- characterized by pragmatism
- flexible and responsive
- independent
- fast moving and dynamic

# Culture match score

74%

 You  Organization







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