

FBBM | motive

Questionnaire on Professional Motivation

The questionnaire on professional motivation, **FBBM | motive**, is a psychologically based questionnaire, recording the motives that consciously or unconsciously control the personal decisions and professional actions of individuals.

A detailed knowledge of employees' individual motives opens up a wide range of possibilities for employee leadership, task delegation, team composition, personnel development and the design of effective incentive systems as well as in the area of talent management. The use of these possibilities will sustainably lead to both higher work performance and greater employee satisfaction.

The **FBBM | motive** captures 14 motives:

specialist expertise – responsibility – independence – identification with the company – serviceorientation – personnel management – special challenge – creativity – status and recognition – power and influence – security – private life – selling – high income

The **FBBM | motive**

- allows quick, objective and neutral assessments
- provides a differentiated analysis of the motives relevant to success
- contains further questions for exploration interviews
- complements other assessment methods, such as interviews or assessment centres
- supports the self-reflection of people about their individual values and goals

Areas of use: potential analysis and personnel development

Target groups: employees at all levels and functions

Question format: self-assessment scales for 70 statements

Duration: 20 minutes

We will gladly provide you with detailed information.