

ANNEX C

MEASURES OF MOTIVATION

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This document is an annex to the OECD working paper entitled *Personality Matters: Relevance and Assessment of Personality Characteristics*, by Miloš Kankaraš. The annex contains a selection of measurement instruments designed for assessment of structure and strength of individual's motives.

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This working paper has been authorised by Andreas Schleicher, Director of the Directorate for Education and Skills, OECD.

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Needs Satisfaction Inventory

Source: Lester, D. (1990), "Maslow's hierarchy of needs and personality", *Personality and Individual Differences*, Vol. 11/11, pp. 1187-1188. © Elsevier.

Instructions

For the 50 statements listed below, use the scale to indicate the extent you agree with each statement. Read each statement carefully and answer with your first impulse.

Answer scale

- 3 = Strongly disagree;
- 2 = Disagree;
- 1 = Slightly disagree;
- 0 = Neither disagree or agree;
- +1 = Slightly agree;
- +2 = Agree;
- +3 = Strongly agree

Physiological needs

- 1. I never have trouble getting to sleep at night.
- 6. I have an income that is adequate to satisfy my needs.
- 11. I get an adequate amount of rest.
- 16. I have a satisfactory sex life.
- 21. In general, my health is good.
- 26. In winter, I always feel too cold. (R)
- 31. I eat enough to satisfy my physiological needs.
- 36. I get an adequate amount of exercise.
- 41. There's usually some part of my body that is giving me trouble. (R)
- 46. The summers are too hot for me ever to feel comfortable. (R)

Safety and security

- 2. I think the world is a pretty safe place these days.
- 7. I would not walk alone in my neighborhood at night. (R)
- 12. My anxiety level is high. (R)
- 17. I feel secure about the amount of money I have and earn.
- 22. I feel safe and secure.
- 27. I am afraid to stay in my house/apartment alone at night. (R)
- 32. My life is orderly and well-defined.
- 37. I can depend on others to help me when I am in need.
- 42. I am often worried about my physical health. (R)
- 47. My life has a nice routine to it.

Belonging

- 3. I know my family will support me and be on my side no matter what.
- 8. I am involved in a significant love relationship with another.
- 13. I feel rootless. (R)
- 18. I have a group of friends with whom I do things.
- 23. I feel somewhat socially isolated. (R)
- 28. I have a few intimate friends on whom I can rely.
- 33. I feel close to my relatives.
- 38. I am interested in my ethnic roots and feel a kinship with others in my ethnic group.
- 43. I am religious and consider myself to be a member of a religious group.
- 48. I am able to confide my innermost thoughts and feelings to at least one close and intimate friend.

Esteem

- 4. I feel dissatisfied with myself much of the time. (R)
- 9. I feel respected by my peers.
- 14. I seldom have fears that my actions will cause my friends to have a low opinion of me.
- 19. I can stand on my own two feet.
- 24. I feel confident in my present field of endeavor.
- 29. I would describe myself as a self-confident person.
- 34. I have earned the respect of others.
- 39. I do not spend much time worrying about what people think of me.
- 44. I feel that I am a worthy person.
- 49. In groups, I usually feel that my opinions are inferior to those of other people. (R)

Self-actualisation

- 5. I have a good idea of what I want to do with my life.
- 10. My life has meaning.
- 15. I am uncertain about my goals in life. (R)
- 20. I feel I am living up to my potential.
- 25. I am seeking maturity.
- 30. I find my work challenging.
- 35. I know what my capabilities are and what I cannot do.
- 40. I feel I am doing the best I am capable of.
- 45. I feel that I am growing as a person.
- 50. My educational achievements are appropriate given my ability.

Scoring

To score, first reverse your answer for the items followed by an R. Sum your score in each category. A higher score means a greater amount of need satisfaction for that category.

Achievement Motivation Scale – reduced version

Source: Adapted from: Lang, J.W.B. and S. Fries (2006), “A revised 10-item version of the Achievement Motives Scale: Psychometric properties in German-speaking samples”, *European Journal of Psychological Assessment* Vol. 22/3, pp. 216-224, <http://doi.org/10.1027/1015-5759.22.3.216>.

Answer categories

<i>1</i>	<i>2</i>	<i>3</i>	<i>4</i>	<i>5</i>
<i>Strongly disagree</i>	<i>Disagree</i>	<i>Neither agree nor disagree</i>	<i>Agree</i>	<i>Strongly agree</i>

1. I like situations in which I can find out how capable I am.
2. When I am confronted with a problem, which I can possibly solve, I am enticed to start working on it immediately.
3. I enjoy situations in which I can make use of my abilities.
4. I am appealed by situations allowing me to test my abilities.
5. I am attracted by tasks in which I can test my abilities.
6. I am afraid of failing in somewhat difficult situations, when a lot depends on me.
7. I feel uneasy to do something if I am not sure of succeeding.
8. Even if nobody would notice my failure, I'm afraid of tasks which I'm not able to solve.
9. Even if nobody is watching, I feel quite anxious in new situations.
10. If I do not understand a problem immediately I start feeling anxious.

Interpretation

This scale contains two subscales: Items 1-5 are measuring “hope of success” (approach tendency) and Items 6-10 measure “fear of failure” (avoidance tendency).

Unified Motives Scale (UMS-3 – 15 items)

Source: Schönbrodt, F.D. and F.X.R Gerstenberg (2012), “An IRT analysis of motive questionnaires: The Unified Motive Scales”, *Journal of Research in Personality*, Vol. 46/6, pp. 725-742, <http://doi.org/10.1016/j.jrp.2012.08.010>. © Elsevier

Part 1

Instructions

Each item of this questionnaire is a statement that a person may either agree with or disagree with. For each item, indicate how much you agree or disagree with what the item says. Please be as accurate and honest as you can be, and don't worry about being “consistent” in your responses.

Answer categories

- 1 – Strongly disagree
- 2 - Disagree
- 3 – Rather disagree
- 4 – Rather agree
- 5 – Agree
- 6 – Strongly agree

1. When I get to know new people I often fear to be rejected by them.
2. I like to fully immerse myself in a relationship.
3. I like to have the final say.
4. Encounters with other people make me happy.
5. I become scared when I lose control over things.
6. I try to be in the company of friends as much as possible.
7. I am afraid of failing in somewhat difficult situations, when a lot depends

Part 2

Instructions

Here you see several goals that can be more or less important for you. Please mark how important each of these goals is for your life, from “not important to me” (1) to “extremely important to me” (6). There are no right or wrong answers – your opinion is all that matters.

Answer categories

- 1 – Not important to me
- 2 – Of little importance to me
- 3 – Of some importance to me
- 4 – Important to me
- 5 – Very important to me
- 6 – Extremely important to me

8. Projects that challenge me to the limits of my ability.
9. Engage in a lot of activities with other people.

10. The opportunity to exercise control over an organization or group.
11. Personally producing work of high quality.
12. Give sympathy and love to other people.
13. Be able to exert influence.
14. Maintaining high standards for the quality of my work.
15. Have a close, intimate relationship with someone.