



Career Drives

Know what drives your people

Insight into preferred roles
of employees

Scientifically anchored in the
Quinn model

Practical tips for effective
cooperation

Know what drives your people

Career Drives is an online test with which you measure the motivations of your employees. Are they looking for security? Independence? Responsibility? With Career Drives, you quickly and easily discover what really drives your employees and the goals they are targeting in their career. Career Drives therefore makes it possible to stimulate and connect employees in their passion.

Insight into preferred roles of employees

Motivations determine what role someone prefers to play in their work and in a team. Career Drives identifies eight roles, which are given different colours. Career Drives not only tells you what roles the candidate prefers, but also why. A preference for the 'Entrepreneur' role may arise from a need for success or the urge to be pioneering, for example. With Career Drives, you are given indepth insight into the motivations which direct the candidate's behaviour.

With Career Drives, you are given indepth insight into the **motivations** which direct behaviour.

Career Drives

Scientifically anchored in the Quinn model

Career Drives is based on the value model of organisational expert Quinn. This model is frequently studied and is very popular in management literature. HFMTalentindex has translated the Quinn model into a test which is suitable for every working person.

Career Drives has been standardised by using the test results of a large group of professionals, so you can easily see how your employee scores compared with others. Research shows that Career Drives is a reliable and valid instrument. No flights of fancy, but accurate and well founded information about the motivations of your employees.

Practical tips for effective cooperation

Cooperation does not always deliver the desired result. Not surprising, because cooperation always takes place in a conflicting field of motivations. One person wants to go left, the other wants to go right. People strive towards different goals, meaning that they sometimes work in parallel or even clash with each other. But people with different motivations also complement each other. Career Drives shows you how. The test report gives practical tips for more effective cooperation, based on

the most important preferred role of the candidate. Career Drives increases insight into each other's motivations and thus improves the effectiveness of your teams.

Selection

People perform optimally when their motivations are in line with their job and with the organisation. When selecting a new employee, you must therefore know whether there is a match between the motivations of the candidate and the desired job profile. Will the candidate fulfil the role with energy and enjoyment? Does the candidate fit in the culture of the organisation? Career Drives answers these questions.

Development

Personal development is not just about the employee's potential but also about what he wants. Career Drives stimulates employees to formulate development goals which reflect their motivations and which therefore have a greater chance of success.

Career and mobility

An employee who knows his motivations looks for a suitable job or working environment in a more targeted way. Career Drives reveals the roles in which someone feels comfortable and thus gives direction to his career.

Would you like to know more about Career Drives?

info@hfmtalentindex.com

