**TEST NO. 2**

**MENTORING ASSESMENT BASED ON TRAINEES’ VOCATIONAL MOTIVATION**

**Please read the following statements and mark your opinion with an "X" as how much you agree or disagree with them using the following scoring system:**

**1 = never 5 = often/ frequently**

**2 = rarely 6 = very often**

**3 = sometimes 7 = always**

**4 = neutral**

**1.** **I am the one who stimulates, enforcing a synergic effect against the group in which I am acting.**

**1 ……. 2 ……. 3 …… 4 ……. 5 ……… 6 ………. 7**

**2.** **I have the initiative when certain changes are needed in the organization of professional activities.**

**1 ……. 2 ……. 3 ……… 4 ……. 5 …… 6 ………. 7**

**3. I believe that in my work I have to assume a number of responsibilities.**

**1 ……. 2 ……. 3 …… 4 ……. 5 ……… 6 ………. 7**

**4. I get better results when I organize and lead an activity.**

**1 ……. 2 ……. 3 ……… 4 ……. 5 …… 6 ………. 7**

**5. I am concerned with assimilating the latest information in the field that interests me.**

**1 ……. 2 ……. 3 …… 4 ……. 5 ……… 6 ………. 7**

**6. It is important for me to know as much as possible in my field of interest.**

**1 ……. 2 ……. 3 ……… 4 ……. 5 …… 6 ………. 7**

**7. I believe that what I have to do, I do with maximum competence and fairness.**

**1 ……. 2 ……. 3 …… 4 ……. 5 ……… 6 ………. 7**

**8.** **In the professional field, I consider that I am able to make decisions with clearness.**

**1 ……. 2 ……. 3 ……… 4 ……. 5 …… 6 ………. 7**

**9. I like to work in a** **homogeneous and harmonious team.**

**1 ……. 2 ……. 3 …… 4 ……. 5 ……… 6 ………. 7**

**10. In carrying out activities, I like to get involved in tasks that involve teamwork.**

**1 ……. 2 ……. 3 ……… 4 ……. 5 …… 6 ………. 7**

**11.** **I like to maintain a pleasant atmosphere within the group I work with.**

**1 ……. 2 ……. 3 …… 4 ……. 5 ……… 6 ………. 7**

**12. It is important for me to be able to do my work with pleasure.**

**1 ……. 2 ……. 3 ……… 4 ……. 5 …… 6 ………. 7**

**13. Nowadays, I consider it is good to save money.**

**1 ……. 2 ……. 3 …… 4 ……. 5 ……… 6 ………. 7**

**14.** **I prefer a job that makes me feel safe**

**1 ……. 2 ……. 3 ……… 4 ……. 5 …… 6 ………. 7**

**15. It's important to have a job that gives me the feeling of safety for tomorrow.**

**1 ……. 2 ……. 3 …… 4 ……. 5 ……… 6 ………. 7**

**16. It is important for me to have a salary to cover my expenses.**

**1 ……. 2 ……. 3 ……… 4 ……. 5 …… 6 ………. 7**

**17. I assume responsibilities related to the organization of professional activities.**

**1 ……. 2 ……. 3 …… 4 ……. 5 ……… 6 ………. 7**

**18. I believe I am capable of starting and running my own business.**

**1 ……. 2 ……. 3 ……… 4 ……. 5 …… 6 ………. 7**

**19. I am able to carry out major responsibilities better than others.**

**1 ……. 2 ……. 3 …… 4 ……. 5 ……… 6 ………. 7**

**20. I have the courage to take the risk that certain situations impose.**

**1 ……. 2 ……. 3 ……… 4 ……. 5 …… 6 ………. 7**

**21. I know my duties very well and I do my best to fulfil them with maximum efficiency.**

**1 ……. 2 ……. 3 …… 4 ……. 5 ……… 6 ………. 7**

**22. I am able to analyse a situation or problem, comparing the advantages and disadvantages of proposed solutions.**

**1 ……. 2 ……. 3 ……… 4 ……. 5 …… 6 ………. 7**

**23. In the professional field, decisions must be made with great objectivity.**

**1 ……. 2 ……. 3 …… 4 ……. 5 ……… 6 ………. 7**

**24. It is important to me to solve any problem I face.**

**1 ……. 2 ……. 3 ……… 4 ……. 5 …… 6 ………. 7**

**25. I work better when I collaborate with others.**

**1 ……. 2 ……. 3 …… 4 ……. 5 ……… 6 ………. 7**

**26. Relationships with colleagues are very important to me.**

**1 ……. 2 ……. 3 ……… 4 ……. 5 …… 6 ………. 7**

**27. I take part with pleasure in the activities that I carry out with the whole team.**

**1 ……. 2 ……. 3 ……… 4 ……. 5 …… 6 ………. 7**

**28. I like the environment in which I carry out my activity to be harmonious.**

**1 ……. 2 ……. 3 …… 4 ……. 5 ……… 6 ………. 7**

**29. I work better when there are no family issues.**

**1 ……. 2 ……. 3 ……… 4 ……. 5 …… 6 ………. 7**

**30. I rigorously plan my money for different needs.**

**1 ……. 2 ……. 3 …… 4 ……. 5 ……… 6 ………. 7**

**31. Regular meals and rest are essential for me.**

**1 ……. 2 ……. 3 ……… 4 ……. 5 …… 6 ………. 7**

**32. It is important for me to have some savings set aside for "dark days"**

**1 ……. 2 ……. 3 …… 4 ……. 5 ……… 6 ………. 7**

**SCORING:**

**Made the sum of the values ​​obtained for each of the items of the factors below and divide by 8.**

**I. MANAGEMENT/LEADERSHIP (need for power): 1, 2, 3, 4, 17, 18, 19, 20**

**II. EXPERTISE (need for achievements): 5, 6, 7, 8, 21, 22, 23, 24**

**III. RELATIONSHIP AND NETWORKING (affiliation requirements): 9, 10, 11, 12, 25, 26, 27, 28**

**IV. SURVIVAL AND SUBSISTENCE (existence survival needs): 13, 14, 15, 16, 29, 30, 31, 32**

**The factors of the questionnaire are ordered hierarchically from the highest to the lowest score and recorded in the Individual Psychological Evaluation Report.**

**GENERAL RANGE:**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **FACTOR** | **The intensity with which the factor manifests itself** | | | | |
| **Very low** | **Low** | **Medium** | **Intense** | **Very intense** |
| **Management/ Leadership** | **0 - 4,4** | **4,4 - 5,1** | **5,1 - 5,6** | **5,6 - 6,1** | **6,1 - 7** |
| **Expertise** | **0 – 5,1** | **5,1 – 5,5** | **5,5 – 6,1** | **6,1 – 6,7** | **6,7 - 7** |
| **Networking** | **0 – 5,0** | **5,0 – 5,5** | **5,5 – 6,1** | **6,1 – 6,7** | **6,7 - 7** |
| **Subsistence** | **0 - 4,8** | **4,8 – 5,5** | **5,5 – 5,7** | **5,7 – 6,3** | **6,3 - 7** |

**INTERPRETATION OF RESULTS**

**Survey Factors:**

**I. MANAGEMENT/LEADERSHIP (Need for power):**

**- the desire to influence those around him by mobilizing them towards success or manipulating them toward a personal interest;**

**- ambitious, with very high levels of aspiration, having the desire to become an important person, channels his energy to achieve this goal, often neglecting affective and relaxation aspects;**

**- combative, full of resources, effective, ​​valuable efficient with high propensity towards professional self-fulfilment. Many times, they perceive themselves becoming a professional, conceiving as being in a competition where the best must win, always aiming a higher social status, a higher income and a more prestigious job;**

**- like being a manager/leader, leading or not depending on others;**

**- tend to achieve a decisional independence.**

**II. EXPERTISE (Need for achievements):**

**- the tendency or desire to excel in the activities in which they engage, seeking to be considered an expert, a professional;**

**- has solid principles regarding the professional values, loves his work in which he likes to be fully engages, considering it the way in which he can express his skills,**

**- aiming to be professionally recognized by others, being satisfied only when he had managed to reach the level of a professional authority;**

**- sometimes he can be considered a ”perfectionist” type, being critical and dissatisfied with his own achievements, imposing very high standards of quality;**

**- preference for being the "shadow man" influencing the decision making process, with a higher critical thinking availability;**

**- aiming for highest professional expertise as ultimate satisfaction.**

**III. RELATIONSHIP AND NETWORKING (affiliation requirements):**

**- embedded by the perception that the individual should establish and show friendship relations, networking with others, the satisfaction coming from the group affiliation feeling;**

**- seeking to position him/herself in a collective perspective, having the desire to work with pleasure in a harmonious group within a positive climate, surrounded by understanding and kind people, always claiming for the need of a genuine group communication;**

**- very good interpersonal skills, confident in people, with a easy ability to relate with others, considering the mutual respect as the foundation of any relationship;**

**- in addition to his/her work, greatly appreciates recreational activities, good relations with family, informal interactions in the groups of friends;**

**- always in keen to build harmonious relationships, oriented toward the team functionality.**

**IV. SURVIVAL AND SUBSISTENCE (Existence survival needs):**

**- the person's concern for the basic needs of existence (physical rest, emotional stability, money and food stabile sourcing, security and other individual factors to be provided as living rationales);**

**- the individual values refer to a stable, calm and predictable life, in harmony with themselves and with the surrounding people**

**- highly praises the activities that allows him/her the express the creativity and the individual talents, even not financially rewarded or if only strictly necessary income will be earned;**

**- the level of aspiration is always slightly below the individual potential of the momentum, but oriented toward the affectional perspective, on the level of psycho-socio-cultural perceptions as ultimate satisfaction.**