**Test or Instrument Review**

This is a review of an online Motivation test. This test process is prepared by LearnMyself.com. It is a non-profit organization, and their tests are free and require no signup. According to the test site, this organization uses the latest techniques to do the evaluation. At the same time, one can custom creates a web based test tool from scratch. On the main page of the site, it has several free personally test tools available for the users. These tests are based on Meyers-Briggs type indicator, which is an inventory that was developed by Katharine Briggs and Isabel Briggs Meyers. The Meyers-Briggs test was first developed for women during the Second World War to help them of find out what type of job will be most suitable for them. The Meyer-Briggs personality test itself is based on psychological theories proposed by Carl Jung. (Myers-Briggs Type Indicator, 2010) The LearnMyself.com has several tests beside the Motivation test and they are:

* Personality Test
* Optimism / Pessimism Test
* Depression Test
* Stress test
* Self perception test

**Motivation Test**

The Motivation test is one of the major tests on the site. In the first page test-takers are asked a few demographic related questions. It doesn’t ask any personal questions, rather it asks for name, age, gender, and country. The following page is where the questions related to motivation begin. There are a total of 24 questions and the questions are clear and easy to understand. At the same time, the system gives a wide choice of answer to these questions. The choices are as following:

* Very false for me
* Somewhat false for me
* Somewhat true for me
* Very true for me

When conducting a usability test on the questionnaire, it took the subject taking the test 15 minutes to complete the evaluation. The questions were straight forward. Once finished, the results were forwarded to the subject’s email address. The results were as follows:



(Motivational Behavior Test - Report, 2010)

The test also provided the subject with a report to explain the graph. According to the report, the subject was very driven and motivated toward completing a task. She was hard working and very responsive to positive motivation. Also, the subject demonstrated a very strong drive toward completing tasks that she had set for herself. At the same time, the subject was very motivated by seeking reward for her behavior when offered a reward such as a promotion for working hard or winning a bet. In addition the test also noted that her major motivation was to avoid things that she didn’t like. This would imply that the subject would function at her best if she were to organize her life to avoid activities she didn’t enjoy. The test also noted that the subject had a tendency to be a nervous person. (Motivational Behavior Test - Report, 2010)

**Critiquing the Testing Tool**

This is a web based testing site. Even though the site was well organized, the Motivation test tool could be improved by making it a Dynamic Test site. Here are some suggestions for the enhancement of the site:

1. There should be different sets of questions for different age groups. During the review of the test questions it seemed like some of the questions may not be applicable to people of all ages. For example:

“It's hard for me to find the time to do things such as get a haircut.”

The question is not applicable for all age groups. For example a 10 years old boy may not know much about a barber shop but he might need to take a motivation test as part of a class exercise. So, the questions should change according to the user’s age.

1. The set of 24 questions seems too long and is visually crowded. There is a possibility it might discourage users from taking the full test. Two approaches can resolve the problem. First, shrink the number of motivational test question. Or second, introduce pagination and break down the questions into 2-3 pages. This will ensure that user is willing to read all the questions and answer them.
2. The questions of the Test tool are not dynamic. The line of questions should be changing as the users input there demographic information. It seems like the site has only one set of question for all users. This seems like an inefficient way of testing the user’s motivation especially when users can be from a myriad of socio-economic conditions.
3. Even though, the site is testing users on motivation, it is doing little or nothing to motivate the users, while taking the tests.

**Usage:**

This is good site for personality testing. There are not many sites that offer free tests on motivation on the web. There are several groups who can benefit by using this testing tool. As for example:

1. An instructor may want to evaluate a group of students to find out how motivated they are. The outcome can help the instructor reorganize the curriculum for that class.
2. In a professional training setting the instructor might like to evaluate the students and utilize the findings to add and/or subtract activities in the classroom.
3. A career development consultant can evaluate their clients by using the testing tool and help their clients find the best career choices.
4. Managers may like to use this testing tool to find out how motivated their group members are. This can give the manager good ideas on how to improve their job conditions.

**Conclusion:**

Finally, this is good site and this site can be made even better if it incorporated some of the suggested changes. The organization needs to expand its horizon. Motivation is an important factor for any successful outcome.

# Works Cited

*Motivational Behavior Test - Report*. (2010, February 13). Retrieved February 13, 2010, from LearnMyself: http://www.learnmyself.com

*Myers-Briggs Type Indicator*. (2010, January 29). Retrieved February 12, 2010, from Wikipedia: http://en.wikipedia.org/wiki/Myers-Briggs\_Type\_Indicator

**Appendix**

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| --- | --- | --- | --- |
| **Name** | **Address** | **Age** | **Cost** |
| Tasnim F. Khan | 800 N. Union St. Apt# 217 Bloomington, IN 47408 | 27 | $0.00 |