



1. Wanting to participate

Scientific concept = Autonomous motivation

Your score on this scale represents the degree to which your participation in a professional development activity is a free choice. The higher the score on this scale, the more you chose to participate. Nevertheless, the specific reasons for participating can be quite diverse: you find the topic interesting, you are curious of the content of the activity, you think the topic is relevant for your job or you find the activity valuable for your personal development.

'Autonomously' choosing to participate in a professional development activity has several advantages: usually, you are able to concentrate for a longer period of time, you enjoy the activity to a higher degree, you acquire the content more thoroughly and you remember longer and better what was dealt with. It is therefore advisable to perceive participating in a professional development activity as a personal choice and hang on to it for as long as possible.

As a reference, the participants in the learning above the ruler-project on average scored 4,2 on this scale.

Your score on this section: 5

Dear,

You filled in the free version of the Learning competences Questionnaire. The current feedback report offers an overview of your learning competences. It provides information regarding four aspects of your learning:

- your motives for participating in a professional development activity; the goals you set for yourself when you participate in a professional development activity;
- The way you engage in learning when participating in a professional development activities;
- Your personal preferences in decision-making. Your decision making style.

These four sections each contain different scales. For each scale you receive a description, the scientific construct the scale is based upon and two scores. The first number is the average score participants in our research, learning above the ruler, attain on this scale. This score is included for reference purposes. The second number is your personal score. The minimal score you can attain on each scale is 1, the maximal score 5. Three consequently constitutes an average score.

2. Feeling pressured to participate

Scientific concept = Controlled motivation.

Your score on this scale represents the degree to which you feel pressured to participate in a professional development activity. The higher your score, the stronger this feeling of pressure. The reason why you feel pressured can be diverse: The pressure can arise from factors in your (working) environment: Your superior wants you to take part in this training, all other colleagues in your team already participated, A HR-representative wants you to reach your annual quota of professional development activities. The pressure can also stem from within yourself: You want to demonstrate your passion or vehemence for the job to your superior. You feel guilty because you are the sole person in your team who hasn't participated in a specific professional development activity, ...

Participating in a professional development activity with a motivational drive that stems from feelings of pressure is ambivalent. On the one hand motivation exists to a degree. On the other hand the quality of the motivational drive is less compared, for instance, to autonomous motivation. This lower quality can have an impact on your engagement, the quality of your learning process and the way you feel during the professional development activity. Normally in this case, you are willing to exert only a minimum of effort, you engage in surface learning and you tend to have negative feelings towards the activity (resistance, boredom, ...).

As a reference, the participants in the learning above the ruler-project on average scored 1,9 on this scale.

Your score on this section: 5