

Motivational Intelligence Validation of a New Measure for the Construct

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BACKGROUND

A gap in conceptual models of emotional intelligence (EI) is the lack of attention to motivation constructs. Existing EI models assume that individuals possess specific levels of emotional competency and that it is the relative amount that ultimately predicts how emotional information will be processed. Yet, many emotional “facts” are ambiguous; a great deal of what influences people’s attention and interpretation of emotionally relevant material is connected to people’s motivation. Apter et al. (2017) proposed that existing EI models would benefit from including motivational intelligence (MI). MI is taken to be a multidimensional construct connected to the ability to recognize, understand, and control motivational states in oneself and others. Although conceptually related to the EI construct, MI is hypothesized to predict unique amounts of variability connected to outcome variables like workplace performance, resilience, and wellbeing.

Apter et al. (2017) also summarized the development of a new self-report tool for measuring (MI) in adults (the Motivational Intelligence Questionnaire; MIQ). The current factor structure for the MIQ includes various first-order dimensions (e.g., goal stability, commitment capacity, self-discipline, interpersonal recognition, and interpersonal influence), however the current study focused on exploring the psychometric properties of the MIQ’s 2nd-order scales.

SECOND ORDER MODEL/SCALES FOR THE MIQ



1. Motivational self-efficacy (MS): The perceived ability to recognize motivational states in self and others, as well as the ability to influence others for specific purposes.



2. Perseverance and self-discipline (PE): The perceived ability to expend energy and resources to engage challenging tasks and activities, as well as the ability to transcend or ignore unappealing or unattractive experiences while tackling these tasks.

PRESENT RESEARCH

Study 1: Examined the construct validity of the MIQ by exploring the relationships with the Five-Factor model of personality.

Study 2: Examined whether the MIQ can increase the prediction of career success beyond that provided by EI.

Participants

Sample 1: included 636 (96 men and 540 women) undergraduate students: mean age = 21.1 years, SD = 5.37.

Sample 2: included 309 project managers (96 men and 213 women): mean age = 44.1 years, SD = 10.34.

Measures

Sample 1: MIQ (Apter et al., 2017); *NEO personality inventory* (NEO-FFI; Costa & McCrae, 1985).

Sample 2: MIQ (Apter et al., 2017); *Multidimensional Inventory of Emotional Intelligence* (MIEI; Wood, Parker & Keefer, 2009); career satisfaction, current salary, and number of years working as a project professional.

RESULTS

Study 1

Table 1 presents the correlations among NEO-FFI and MIQ scales. Overall, the magnitude of correlation between MIQ and personality variables was low (0.00) to moderate (-.40). A series of standard regressions found that the 5 personality variables predicted 16% of the MSE scores, 16% of the PSD scores, and 21% of total MIQ scores.

Study 2

Confirmatory factor analysis (CFA) was used to examine the relationships among three latent variables: emotional intelligence (indicated by the 4 EI-related scales on the MIEI), motivational intelligence (indicated by the 2 higher-order scales on the MIQ) and career success (self-report satisfaction, income, and years in the profession). The parameter estimates among latent variables are presented in Figure 1.

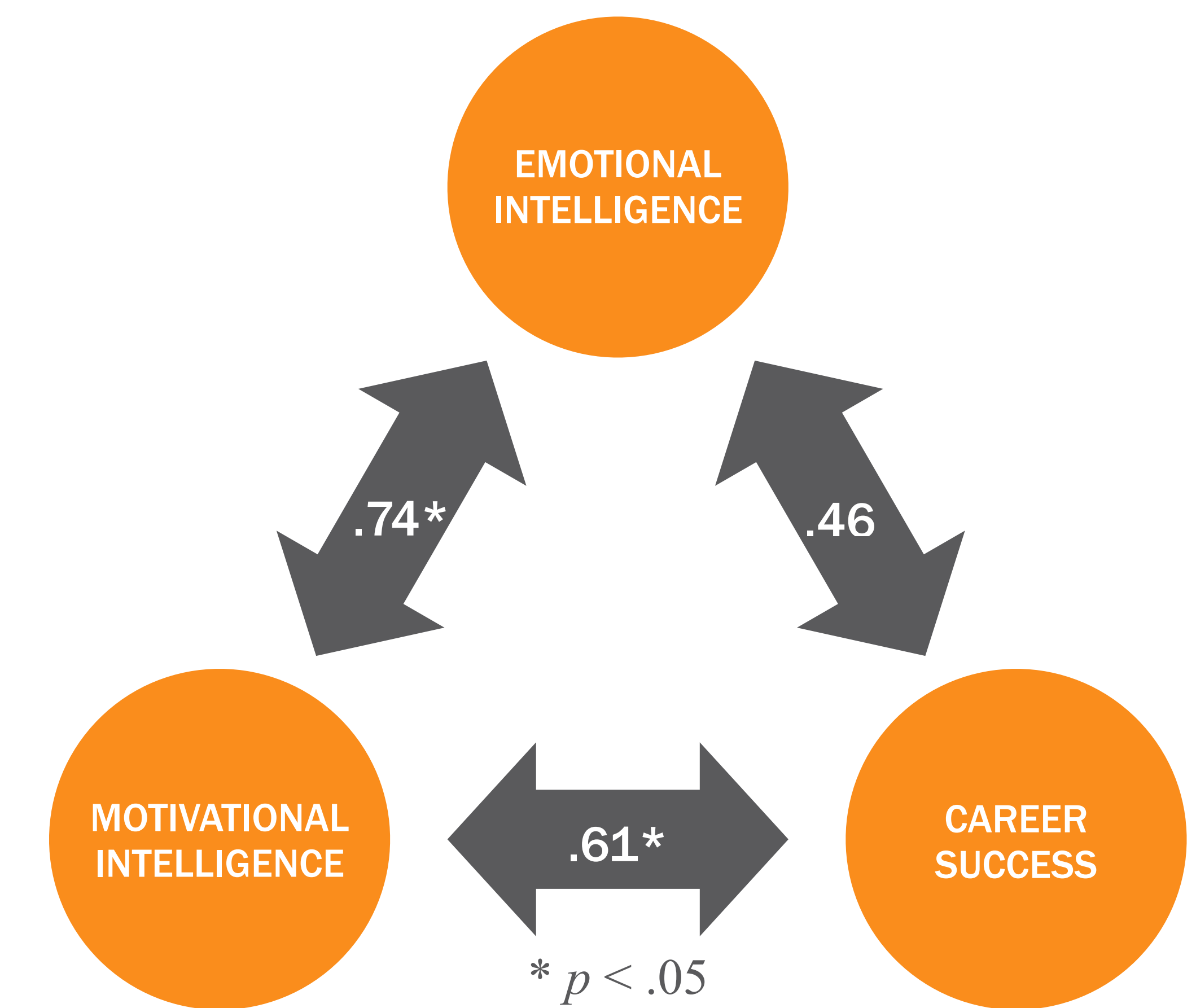


Figure 1. Relationships among latent variables

CONCLUSIONS

Standard regressions suggest that the MIQ scales measure constructs quite distinct from basic personality.

While moderately related to emotional intelligence, the MIQ scales had incremental predictive validity with respect to career success in a sample of professional managers.

These encouraging results suggest further investigation into the psychometric properties of the MIQ are warranted.

REFERENCES

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Table 1. Correlations among NEO-FFI and MIQ variables (*p > .05)

	1	2	3	4	5	6	7
1. N	-						
2. E	0.40	-					
3. O	0.03*	0.03*					
4. A	-0.28	0.37	0.17	-			
5. C	-0.36	0.23	0.08	0.32	-		
6. MS	-0.38	0.17	0.00*	0.20	0.22	-	
7. PE	-0.25	0.30	0.14	0.22	0.29	0.28	-
8. Total MI	-0.40	0.28	0.08	0.26	0.31	0.84	0.75

