

What Motivates You In Your Work?



*Primary Motivators in the Work Context: **What makes an engaged and happy workplace for you?***

Rank these items in the order of importance to you (1 to 12, 1 = most important, 12 = least important). Notice your top 3 (primary motivators) and also your least (12).

- Help on Problems/Challenges (work related)
- Management Loyal to Workers
- Appreciation By Others (management, colleagues and/or clients)
- Feeling “In” On Things (having a sense of belonging)
- Interesting Work
- Good Wages
- Tactful Disciplining
- Job Security
- Good Working Conditions
- Promotions/Career Development Opportunities
- Job Status/Recognition
- Other: Please state _____



What 3 Values Do You Like Using In Your Job?

Note: We are engaged when we are true to our values and can be demotivated and/or frustrated when our values are not being met.

Work Issues Important to You:	Outside of Work Issues Important to You:

Describe The Work Environment That Enables You To Do Your Best Work?

How Much Of This Is Within Your Own Control?

Describe How You Think Your Work Colleagues/Team Members See You As A Person:

Is This How You Want To Be Seen? What Do You Need To Keep Doing, Stop Doing or Start Doing?

How Are You Usually Motivated (day to day issues)?

- By Fear Motivation:* i.e. afraid of the consequences of not doing something or missing out on something
- By Incentive Motivation:* i.e. this suggests that we are pulled into action by outside incentives. A note of caution - today's bonuses becomes tomorrow's expectation and if this is taken away, motivation decreases
- Motivated by Attitude:* i.e. self-motivated or goal motivated, wants to achieve your own personal best– wanting to be your best self

Your Comments/Reflections: