



Motivations

A Self-Assessment Exercise

What Motivates you Most / Least?

Complete this Exercise (Rating 1 = HIGH, 4 = LOW)

IMPORTANCE OF FACTOR		CURRENT SATISFACTION	FACTOR
			Manager showing concern for you as a person
			Having some authority
			Good personal relationships with manager / executive
			Manager's / organisational decisiveness
			Examples provided by manager
			Being involved in planning your own work
			Recognition of your efforts
			Delegation of work to you
			Delegating work to others
			Being Promoted
			Customer/client contact
			Salary
			Extent to which you get on with your colleagues / peers
			Praise
			Attaining your own goals and meeting targets
			Satisfaction with the job
			Working conditions
			Having responsibility for discrete areas of work
			Working under pressure
			A competitive environment
			Your prospects of career development
			Receiving constructive feedback and coaching
			Job security

				The result of the completed work
				Carrying out complex analysis
				The organisation's structure and processes
				Your personal job title
				Extent of supervision – supervising / managing others
				Social functions
				Detailed guidance on how to complete work tasks
				Working in a team
				Being given clear objectives
				Attending high-level meetings
				Starting work early in the morning
				Finishing work late in the evening
				Client referrals - to you / your company
				Other (specify)