# Motivation Assessment

Please answer the questions below concerning your motivation in your present job. (If you are not currently employed, answer the questions in terms of your most recent job.) You will be asked to discuss your responses with a classmate. Calculate your total for each job characteristic/intrinsic motivator by adding the white circles and subtracting the black circles.

| Job Characteristic: Skill Variety Intrinsic Motivator: Opportunity for Growth | Strongly  Disagree | Disagree | Slightly Disagree | Slightly Agree | Agree | Strongly Agree |
| --- | --- | --- | --- | --- | --- | --- |
| I have opportunities to learn new things in my job. | ➎ | ➌ | ➊ | ➀ | ➂ | ➄ |
| In the last twelve months, someone at work has spoken to me about my career development. | ➎ | ➌ | ➊ | ➀ | ➂ | ➄ |
| I have opportunities for training, coaching, and mentoring. | ➎ | ➌ | ➊ | ➀ | ➂ | ➄ |
| Overall, I believe that I am growing and advancing in my career. | ➎ | ➌ | ➊ | ➀ | ➂ | ➄ |
| **Total:** |  | | | | | |

What would increase your belief that your current job is helping you to develop and grow?

| Job Characteristic: Task Identity Intrinsic Motivator: Opportunity for Achievement | Strongly  Disagree | Disagree | Slightly Disagree | Slightly Agree | Agree | Strongly Agree |
| --- | --- | --- | --- | --- | --- | --- |
| I have specific objectives to achieve during this appraisal period. | ➎ | ➌ | ➊ | ➀ | ➂ | ➄ |
| There are meaningful performance measures for my job. | ➎ | ➌ | ➊ | ➀ | ➂ | ➄ |
| I have contact with the people who use the products or services that my unit produces. | ➎ | ➌ | ➊ | ➀ | ➂ | ➄ |
| Overall, I believe that what I do makes a difference. | ➎ | ➌ | ➊ | ➀ | ➂ | ➄ |
| **Total:** |  | | | | | |

What would increase your belief that what you do in your job has a significant impact?

| Job Characteristic: Task Significance Intrinsic Motivation: Opportunity to do Meaningful Work | Strongly  Disagree | Disagree | Slightly Disagree | Slightly Agree | Agree | Strongly Agree |
| --- | --- | --- | --- | --- | --- | --- |
| I believe in the work of my organization. | ➎ | ➌ | ➊ | ➀ | ➂ | ➄ |
| What I do affects other people. | ➎ | ➌ | ➊ | ➀ | ➂ | ➄ |
| I care about the work I do. | ➎ | ➌ | ➊ | ➀ | ➂ | ➄ |
| Overall, I believe that my work contributes to an important cause. | ➎ | ➌ | ➊ | ➀ | ➂ | ➄ |
| **Total:** |  | | | | | |

What would increase your belief that you do meaningful work in your current job?

| Job Characteristic: Autonomy Intrinsic Motivator: Opportunity to Hold Responsibility | Strongly  Disagree | Disagree | Slightly Disagree | Slightly Agree | Agree | Strongly Agree |
| --- | --- | --- | --- | --- | --- | --- |
| I am clear about the roles and responsibilities in my work unit. | ➎ | ➌ | ➊ | ➀ | ➂ | ➄ |
| I am trusted to make decisions in my area of responsibility. | ➎ | ➌ | ➊ | ➀ | ➂ | ➄ |
| I am included in the decisions that affect me. | ➎ | ➌ | ➊ | ➀ | ➂ | ➄ |
| Overall, I believe that I have an appropriate degree of discretion and autonomy in my job. | ➎ | ➌ | ➊ | ➀ | ➂ | ➄ |
| **Total:** |  | | | | | |

What would increase your belief that you have appropriate decision-making authority in your job?

| Job Characteristic: Feedback Intrinsic Motivator: Opportunity to feel Competent at Work | Strongly  Disagree | Disagree | Slightly Disagree | Slightly Agree | Agree | Strongly Agree |
| --- | --- | --- | --- | --- | --- | --- |
| I am good at what I do. | ➎ | ➌ | ➊ | ➀ | ➂ | ➄ |
| In the last week, someone has praised me for doing good work. | ➎ | ➌ | ➊ | ➀ | ➂ | ➄ |
| My job is neither too easy nor too hard for me. | ➎ | ➌ | ➊ | ➀ | ➂ | ➄ |
| Overall, I believe that I am appropriately recognized for my talents and contributions. | ➎ | ➌ | ➊ | ➀ | ➂ | ➄ |
| **Total:** |  | | | | | |

What would increase your belief that you are recognized as a valuable employee?

If you could change three things to make your job more interesting and exciting, what would they be?

If you could pick just one of these three things, which one would it be?