# What Motivates You?

Think of a time (preferably a work situation) when you were very excited about what you were doing. What motivated you to work hard on that job or assignment? Place a checkmark next to the factors below that contributed to your motivation. Review the items you checked, and rank the three top items by labeling them 1, 2, or 3, as appropriate. ***When I worked hard, I was motivated by...***

\_\_\_ Steady, secure employment

\_\_\_ Respect for me as an individual

\_\_\_ Knowing that I was held responsible for my performance

\_\_\_ Good pay

\_\_\_ Good benefits, such as a good pension and a good insurance plan

\_\_\_ Opportunity to do high quality work

\_\_\_ Criticism of my mistakes or shortcomings

\_\_\_ Getting along well with others on the job

\_\_\_ Opportunity for promotion

\_\_\_ Opportunity to be creative

\_\_\_ A pleasant work environment

\_\_\_ Being able to participate in decisions that affect me

\_\_\_ Not feeling pressured about my work

\_\_\_ Knowing what was going on; seeing the big picture

\_\_\_ Opportunity to contribute to a meaningful cause

\_\_\_ Feeling that what I did was important

\_\_\_ Having a written position description

\_\_\_ Being praised for good work

\_\_\_ Getting a performance rating that told me where I stood

\_\_\_ Seeing progress, the impact of my work

\_\_\_ Opportunity to attend meetings with colleagues

\_\_\_ Believing in the objectives of the group or organization I worked for

\_\_\_ Freedom to do what I thought was necessary on the job

\_\_\_ Opportunity to learn and improve myself

\_\_\_ Having a good boss that I respected

\_\_\_ Knowing that I would be punished for failure to perform

\_\_\_ Working under close supervision

\_\_\_ Knowing that the team depended on me

\_\_\_ The chance to earn an award

\_\_\_ Feeling very competent at what I did

\_\_\_ Other:

\_\_\_ Other:

\_\_\_ Other: