**What Motivates Me?**

Use this worksheet to identify what truly motivates you at work. Strive to integrate these motivations into your daily work. Rate the following items on a priority scale from “1” low to “5” high by placing a check in the corresponding spot. Review the ratings to assess your current satisfaction with your position.

|  |  |
| --- | --- |
| **Motivational Categories** | **Level of Importance** **Low High** **1 2 3 4 5** |
| **Lifestyle** |  |  |  |  |  |
| The position allows me to balance work and life demands as well as personal interests |  |  |  |  |  |
| **Financial Gain** |  |  |  |  |  |
| The position provides an excellent opportunity for financial reward. |  |  |  |  |  |
| **Power and Influence** |  |  |  |  |  |
| The position offers the opportunity to impact and influence the behavior of others to make positive change occur. |  |  |  |  |  |
| **Autonomy** |  |  |  |  |  |
| The position offers me independence—the ability to work without close supervision. |  |  |  |  |  |
| **Recognition and Support** |  |  |  |  |  |
| In this position and work environment, my contributions are recognized and valued. My professional development is supported as well. |  |  |  |  |  |
| **Competence** |  |  |  |  |  |
| This position offers me the opportunity to gain expertise in an area. |  |  |  |  |  |
| **Intellectual Stimulation or Challenge** |  |  |  |  |  |
| The position is interesting and challenging, and offers learning and developmental opportunities. |  |  |  |  |  |
| **Affiliation** |  |  |  |  |  |
| The position lets me work with colleagues I enjoy and admire, and provide a sense of belonging |  |  |  |  |  |
| **Workspace** |  |  |  |  |  |
| The location and physical workspace are desirable including a pleasing environment, an easy commute, and/or accessibility to my family |  |  |  |  |  |
|  |  |  |  |  |  |
| **Other** |
| List additional specific rewards that you value in your position |
| **Assessment** |
| Review your ratings above, what sticks out as being the most important? Least important? How well does your current job meet your reward needs? |
| Are there some actions you can take so that your work better satisfies your needs, such as modifying your work, taking on a challenging assignment, or spending more time with colleagues you enjoy? |