

Motivation Worksheet

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?