

MOTIVATION assessment

This self-assessment, based on the work of Dean Spitzer, will help you identify the working conditions that motivate you.

This knowledge can support better working relationships.

Read the list below and rate each statement on the following scale from 1 to 4.

- 4 = Very important to me
- 3 = Somewhat important to me
- 2 = Not important to me
- 1 = Not very important to me at all

1. Having fun at work	4	3	2	1
2. Feeling you have a stake in the organization's success	4	3	2	1
3. Feeling in control of your own destiny	4	3	2	1
4. Having opportunities to socialize	4	3	2	1
5. Feeling competent at your job	4	3	2	1
6. Succeeding at your work	4	3	2	1
7. Receiving encouragement	4	3	2	1
8. Being shown the significance of your work	4	3	2	1
9. Being asked for your input	4	3	2	1
10. Being able to make choices at work	4	3	2	1
11. Being given responsibility for your work	4	3	2	1
12. Working in a team with a powerful identity	4	3	2	1
13. Using your hidden strengths	4	3	2	1
14. Being allowed to set goals for yourself	4	3	2	1
15. Being shown appreciation	4	3	2	1

Motivation Self-assessment (Concluded)

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16. Knowing that what you do makes a difference	4	3	2	1
17. Having a variety at work	4	3	2	1
18. Owning the work you do	4	3	2	1
19. Being given leadership opportunities	4	3	2	1
20. Being a valued member of a team	4	3	2	1
21. Being given learning opportunities	4	3	2	1
22. Being encouraged to improve	4	3	2	1
23. Being recognized for your effort	4	3	2	1
24. Being able to relate your objectives to the bigger picture	4	3	2	1
25. Feeling active and involved	4	3	2	1
26. Feeling responsible for what you do	4	3	2	1
27. Feeling empowered to make decisions	4	3	2	1
28. Feeling you belong	4	3	2	1
29. Being able to learn through mistakes	4	3	2	1
30. Being challenged to stretch your limits	4	3	2	1
31. Feeling rewarded for success	4	3	2	1
32. Having meaning from your job	4	3	2	1

MOTIVATION self-assessment scoring

Transfer your scores to the table below. Then, add the total of each category, working across the page (for example for Category A, total the sum of your scores for questions 1, 9, 17, and 25).

Question Number	Question Number	Question Number	Question Number	Category Total
1	9	17	25	A
2	10	18	26	B
3	11	19	27	C
4	12	20	28	D
5	13	21	29	E
6	14	22	30	F
7	15	23	31	G
8	16	24	32	H

Now write in the two categories (A—H) in which you scored the highest.

- 1.
- 2.

[Motivation Score Interpretation](#)

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