# Motivation Self Audit

# Introduction

The purpose of this Motivation Self Audit is to help you identify what is important to you. Review the nine statements below and then add your ranking. For the statement that describes you best, put 1 in the column marked “Your Ranking”. Add 2 and 3 in that column for your 2nd & 3rd choices as well to identify your top three Motivators. These are the most important ones to satisfy for you to feel motivated.

|  |  |  |
| --- | --- | --- |
|  | Motivator  | Your Ranking |
| 1 | At work I seek security, predictability, & stability. |  |
| 2 | At work I seek power, influence, and control. |  |
| 3 | At work I seek innovation, new stimulation and expressing creative potential. |  |
| 4 |  At work I seek, belonging, friendship and fulfilling relationships. |  |
| 5 | At work I seek money, material satisfaction and above average earnings. |  |
| 6 | At work I seek freedom, independence and making my own decisions |  |
| 7 | At work I seek recognition, respect, and social esteem. |  |
| 8 | At work I seek knowledge, specialisation, and mastery. |  |
| 9 | At work I seek meaning, making a difference and providing worthwhile things. |  |

Now take your top three Motivators and score your current level of satisfaction against this motivator at work out of 10.

|  |  |  |
| --- | --- | --- |
|  | Top Motivators | Current Satisfaction at Work/10 |
| No 1 |  |  |
| No 2 |  |  |
| No 3 |  |  |

Ideally you have scored an average of 8 out of 10 to arrive in “The Optimal Zone”. For further information on strategies to maintain or boost your motivation, please see below on how to access additional resources.

Finally, consider which of these statements is the least like you and put a 9 against one in the column marked “Your Ranking”. This is your “Lowest Motivator”.

|  |  |  |
| --- | --- | --- |
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| 6 | At work I seek freedom, independence and making my own decisions. |  |
| 7 | At work I seek recognition, respect, and social esteem. |  |
| 8 | At work I seek knowledge, specialisation, and mastery. |  |
| 9 | At work I seek meaning, making a difference and providing worthwhile things. |  |

Understanding your lowest Motivator is equally as important as this is not something that motivates you, but it may be a strategy that is being used to try and motivate you.

For example if Star is your lowest Motivator, you will not be energised by public recognition programmes.

Equally, this your lowest Motivator may a hygiene factor. It’s presence doesn’t motivate you, however it’s absence could prove to be demotivational.

# The Motivational Maps Motivator Titles

|  |  |  |
| --- | --- | --- |
|  | **Statement** | **Motivator** |
| 1 | At work I seek security, predictability, & stability  | Defender |
| 2 | At work I seek power, influence, and control. | Director |
| 3 | At work I seek innovation, new stimulation and expressing creative potential | Creator |
| 4 |  At work I seek, belonging, friendship and fulfilling relationships. | Friend |
| 5 | At work I seek money, material satisfaction and above average earnings. | Builder |
| 6 | At work I seek freedom, independence and making my own decisions. | Spirit |
| 7 | At work I seek recognition, respect, and social esteem. | Star |
| 8 | At work I seek knowledge, specialisation, and mastery. | Expert |
| 9 | At work I seek meaning, making a difference and providing worthwhile things | Searcher |

Access additional resources to help you understand the characteristics of each Motivator and strategies you can use to improve your motivation and that of your team if appropriate.

You can access these resources at <https://tsma.team/downloads/>