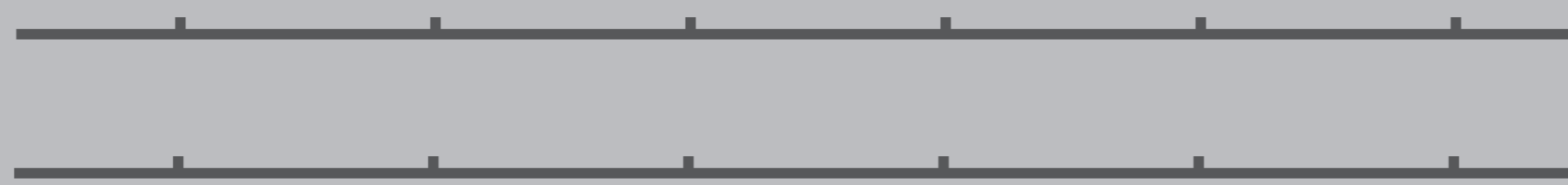


RELATEDNESS

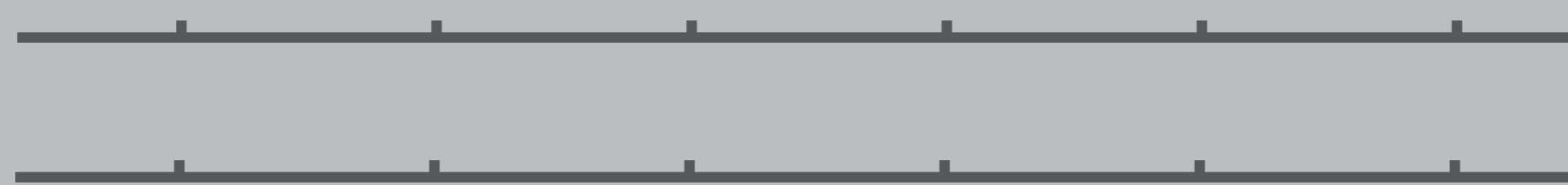
I feel like I'm working with a bunch of strangers
Our team is isolated and work can feel a bit lonely



I feel like I'm working with close friends
Our team gets together regularly and when we do it's enjoyable

ACCEPTANCE

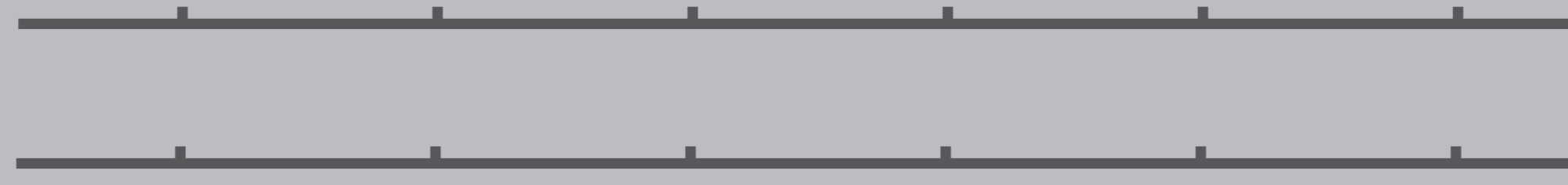
I feel like there is a real hierarchy in this team
I feel like a bit of an imposter. My teammates don't know my role



I feel like I'm surrounded by equals
I feel like I'm an active contributor and people value me

CURIOSITY

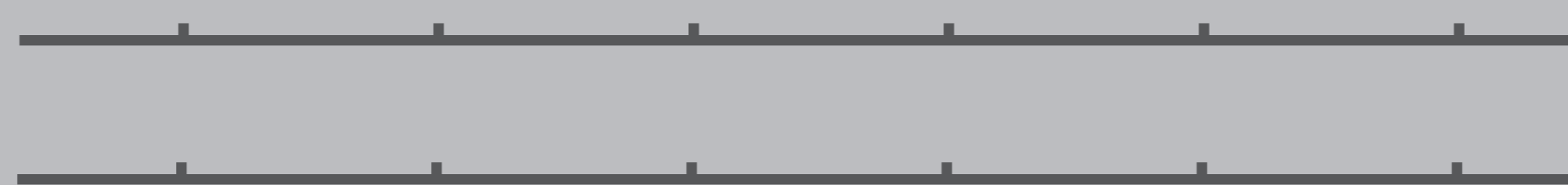
I'm doing stuff that I've done a million times before
My job is very repetitive



I'm learning lots of new things
I get to do lots of different, interesting things

FREEDOM

I am given tasks and am monitored until I complete them
It feels like I'm spending more time planning/reporting than doing



I'm given problems to solve and I'm supported when I hit road blocks
I'm trusted to work autonomously and proactively report on status

PURPOSE

I don't really understand what we are trying to achieve
I'd feel uncomfortable telling friends about what I'm working on



Our goal is clearly defined and I know what success looks like
I'm proud to tell friends about the positive difference I'm making at work.

MASTERY

I feel like I'm doing a million different things poorly
I'm not improving any of my skills in this role



I feel like I have time to focus on doing things really well
I'm constantly improving my skills and becoming a better professional

POWER

I feel like good ideas are often ignored
Our leaders make all the decisions



I feel like ideas are welcome, even the bad ones!
I feel empowered to make decisions and also to make mistakes

PROGRESS

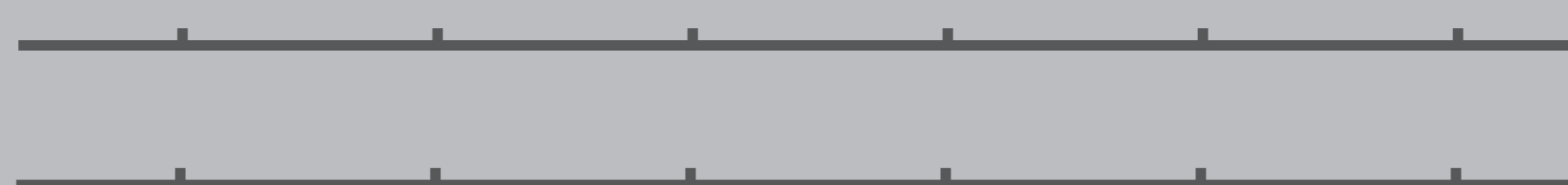
I feel like we're not getting anywhere
Scope changes all the time and we rarely finish what we started



I know our goal and I feel like we're getting closer to it every day
We usually finish what we start but we can also adapt to change

ORDER

Work is really chaotic and people keep stepping on each others' toes
I feel like my role is ill-defined and it is hard to know if I'm succeeding



We all know our roles but we help each other to achieve our goals
My role is clearly understood and I know what the team needs from me

STATUS

I feel like nobody respects the skills and experience that I bring
I don't feel like my role (and salary!) reflect my skills and experience



I feel like my skills and experience are respected on this team
My role reflects my seniority and I'm paid fairly