



CURIOSITY

I have plenty of things to investigate and to think about. I get to try new ideas and tackle new problems. I am most motivated when I'm working on something that I've never worked on before. I'm least motivated working on repetitive tasks.

FREEDOM

I am independent of others with my work and responsibilities. I get to do the things that I want to do, as long as they contribute to the overall goal. I am most motivated when I'm setting my own tasks. I'm least motivated when I am being micro-managed.

PURPOSE

I have a clear understanding of how my work contributes to a broader goal. I am most motivated on projects that I can see will really 'make a difference'. I am least motivated when I'm working on something meaningless or something that I don't agree with.

PROGRESS

I can see that I / we are incrementally getting closer to my / our objectives. I am most motivated working on projects that deliver real value regularly. I am least motivated on long projects where progress is measured by document stage gate approvals.

MASTERY

I am continually challenged by my work but it is within my abilities. I am most motivated when I am improving my skills and abilities. I am least motivated when I am working within my capabilities and cannot feel that I am improving.

ACCEPTANCE

The people around me approve of what I do and who I am. I am most motivated in environments where I feel like I am a valued member of the team. I am least motivated when I feel like an outsider.

STATUS

My position reflects my seniority and proficiency. My contribution is recognised and respected. I'm most motivated in environments where people understand my role and duly give me respect. I'm least motivated when I feel like I am just a cog in the machine.

RELATEDNESS

I have a pleasant working environment with lots of social interaction. I feel like I work with friends rather than strangers. I am most motivated in close knit teams where people collaborate. I am least motivated working in cubicle farms or by myself.

ORDER

I clearly know what is expected of me and my work environment is stable and predictable. I am most motivated when I know exactly what my role and responsibilities are. I am least motivated when I am expected to drive my own work.

POWER

I have the ability to influence what happens around me. My authority is respected and people listen to me. I am most motivated when I can drive and influence the direction of a project. I am least motivated when I feel like I am not respected.