

Understanding my Motivators

Your main driver at work - what gets you out of bed in the morning - the purpose and meaning behind why you do the work you do, as well as those elements that make work more comfortable and enjoyable for you.

01

PRIMARY MOTIVATORS: Consider the following potential primary motivators. Tick *all* those that apply to you. If you are motivated by something *not* on the list, use the blank space to add your own.

Prompts

- What **really** motivates you to go to work, to do the work that you are doing?
- Why do you work, and why do you work in the job you are in right now?
- What gets you out of bed in the morning to do what you do?

Meaningful & valuable Work/ Work importance Work that makes a difference to others e.g. to co-workers, team members & customers, to your community or to society in general, work valued by society	Wages Secure income	
Work / Life balance The right blend of time at work & time to enjoy life, & days/hours of work that suit your lifestyle & personal commitments	Appreciation This may be simply a "thank you" from the boss, or it could be in the form of an informal email or something more tangible, e.g. being treated to lunch	
Leadership	Promotions	
Status and position Prestigious job titles e.g. <i>Executive Vice President</i> , and status symbols e.g. <i>luxury cars</i>	Monetary compensation Bonuses / commissions / wage increases / incentive payments e.g. <i>gift vouchers</i>	
Public Recognition Acknowledgment of performance & contricubtion e.g. <i>award, public or published announcement</i>	Doing good work Personal job satisfaction. The sense of personal fulfillment that comes from knowing you've done your best	
Mastery Learning to do something exceptionally well	Job Advancement Career ladder, promotions, chance to get ahead	
Respect	Authority and control	
Benefits Holidays, health insurance, flex time, flexible workplace, leave entitlements	Autonomy Control over your own destiny Being self-directed in your work	
Impact Ability to influence others, help others	Positive work Culture A welcoming, respectful & supportive workplace where people are treated as whole people	
Job Security	Responsibility	
Learning Training, development & education	Opportunities Professional development opportunities	

02

SUPPORTING MOTIVATORS: Select from the following list of potential motivational factors that make you more comfortable at work, that help motivate you. If there is something else that contributes to your drive, add in your own to the blank space.

Acceptance Sense of belonging, inclusivity	Popularity	
Approval from peers	Approval from supervisors	
Work conditions – hazard free	Creativity – opportunities to express	
Work from Home flexibility Scope to choose how many days a week you work from home and to negotiate when you need to be in the office	Positive work Culture A welcoming, respectful & supportive workplace where people are treated as whole people	
Friendly workplace	Safety	
Close team work	Verbal Feedback	
Working by myself	Variety of work - opportunity to experience different things	
Social interaction	Working from home	
Physical environment	Written Feedback	
Autonomy / Control over own destiny Being self-directed in your work		

03

YOUR TOP 5: Review both lists and pick out your top 5. Record them below in order of importance (1 - being most important). Beside each motivating factor record whether what you do at work or in life *right now* meets this motivator.

1

2

3

4

5

04

THE MOTIVATORS THAT DRIVE YOU! Now pick out your top two. Are these present for you in your work?

I am motivated
&
driven by: