**WORK MOTIVATORS**

In this exercise, you are going to explore what’s motivating you to work. You are looking for the conscious and unconscious drivers that make work fulfilling for you. Knowing this will help you tailor your next career move to match these, so you get greater satisfaction and feel highly motivated.

Look at the list of work motivators below. Take a moment to consider each motivator and **its importance to you personally** when you think of why you work at all - not to be confused with how well your current work motivates you!

For each motivator, ask yourself is it **1:** extremely important, **2:** very important **3**: fairly important or **4:** not at all important.

Against each motivator, in the right-hand column, mark 1, 2, 3 or 4 depending on its importance. When you have finished going through the table, if you feel there’s something else that motivates you which isn’t listed, please add that to your list and score it.

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| Altruism |  | Autonomy |  | Taking risks |  |
| Independence |  | Creativity |  | Recognition |  |
| Leadership |  | Creating change |  | Money |  |
| Physical challenge |  | Beauty |  | Being appreciated |  |
| Inspiring others |  | Producing a product |  | Helping others |  |
| Advancement |  | Intellectual challenge |  | Security |  |
| Collaborating |  | Forward movement |  | Personal responsibility |  |
| Status |  | Making a difference |  | Leaving a legacy |  |
| Freedom |  | Excellence |  | Entrepreneurial |  |
| Lifestyle |  | Fun |  | Being of service |  |
| Ethical issues |  | Teamwork |  | Personal development |  |
| Achievement |  | Learning |  | Competing |  |
| Other: |  | Other: |  | Other: |  |

Next pick out the motivators you have marked with a 1, check they are all your main motivators. Do you need to downgrade any to 2?

Do you need to upgrade any 2s to 1s?