

Business Unlimited motivation indicator template

For each of the situations on the right, score the factors below according to one of the following four statements:
 3 = I would feel very good and very motivated.
 2 = I would feel good and might work harder.
 1 = I would not particularly feel better or work harder.
 0 = I would feel okay or worse and might reduce my effort.
 N.B. To assess reactions in specific known work situation(s), replace sample situation(s) with the real situation description(s).

You are paid well and are happy in your work and at home.

Work is going okay, but you are not well paid and need more money to cover your basic costs of living.

Work is not going well, although you are well paid. You are unhappy and looking for another job.

Work is okay, you are well paid, but you don't have enough time with your family.

Work is not going well and you do not get on with your colleagues or your boss. You are well paid.

Work is not going well, you are unhappy at home, and you are not paid well.

Totals

| | | | | | | | | |
|---------------|---|--|--|--|--|--|--|--|
| 1 | you achieve a tough work task or challenge | | | | | | | |
| 2 | you receive a salary increase | | | | | | | |
| 3 | you are given extra responsibility that you want | | | | | | | |
| 4 | your amount of paid holiday is increased | | | | | | | |
| 5 | you resolve a major operational problem at work | | | | | | | |
| 6 | you are given a better company car or office | | | | | | | |
| 7 | you are asked to manage an interesting project | | | | | | | |
| 8 | your job-title is given a higher grade or seniority | | | | | | | |
| 9 | you are praised and thanked personally by a superior | | | | | | | |
| 10 | you are given a bonus equal to a week's pay | | | | | | | |
| 11 | you are praised and thanked publicly by a superior | | | | | | | |
| 12 | your working hours are reduced for the same pay | | | | | | | |
| 13 | you pass a work-related exam or qualification | | | | | | | |
| 14 | relationships with your work colleagues improve a lot | | | | | | | |
| Totals | | | | | | | | |

This test indicates the relative effect of different motivational stimuli in different situations, and by adding the totals in the right column indicates strongest motivational stimuli across all situations described. The baseline totals indicate the relative overall response to motivational stimuli in the given situations. Relatively high scores indicate high work motivation effect. Relatively low scores indicate lower motivation effect. Odd-number factors are typical Herzberg achievement and recognition 'motivators'. Even-number factors are typical Herzberg maintenance ('hygiene') factors.