

Personal Motivation Profile

An assessment of the considerations and priorities which affect an individual's motivation at work



LPT Productions
Braemore House
Meigle, Perthshire
Scotland, PH12 8QX
T: (01828) 640770
W: www.lpt.org.uk
E: info@lptproductions.com

19. Usually, the most important thing to me when I am considering a job is whether or not:

- i. I have a good opportunity for rapid advancement.
- ii. I will be able to cope with the pressure of work.
- iii. I am able to use my skills and abilities to their full potential.

20. When considering promotion, I must ensure that:

- i. I don't work on my own without colleagues to discuss or share my work with.
- ii. My working conditions are good, i.e. light and airy accommodation with modern and plentiful resources.
- iii. There is a good opportunity for rapid advancement.

21. I am likely to work hard and accomplish the most at work if:

- i. I am regularly given new targets and challenges.
- ii. My working conditions are good, i.e. light and airy accommodation with plentiful and modern resources.
- iii. I have a good opportunity for rapid advancement.

22. I believe the real benefits in working are:

- i. Job security with good benefits such as health insurance and a pension plan.
- ii. The social aspects; when I feel I am a valued member of the team.
- iii. In the work itself, i.e. the opportunity for me to fully use my skills and talents.

23. My morale and motivation at work would suffer if:

- i. I was not given credit or recognition for the work I did.
- ii. I did not get along with my fellow team members.
- iii. The pressure of work was so great that it interfered with my free time.

24. I enjoy my job the most when:

- i. I am given clear direction so that I have the confidence to do my job properly.
- ii. I am regularly given new challenges to stretch me.
- iii. There is a strong team spirit and I get on well with my colleagues.

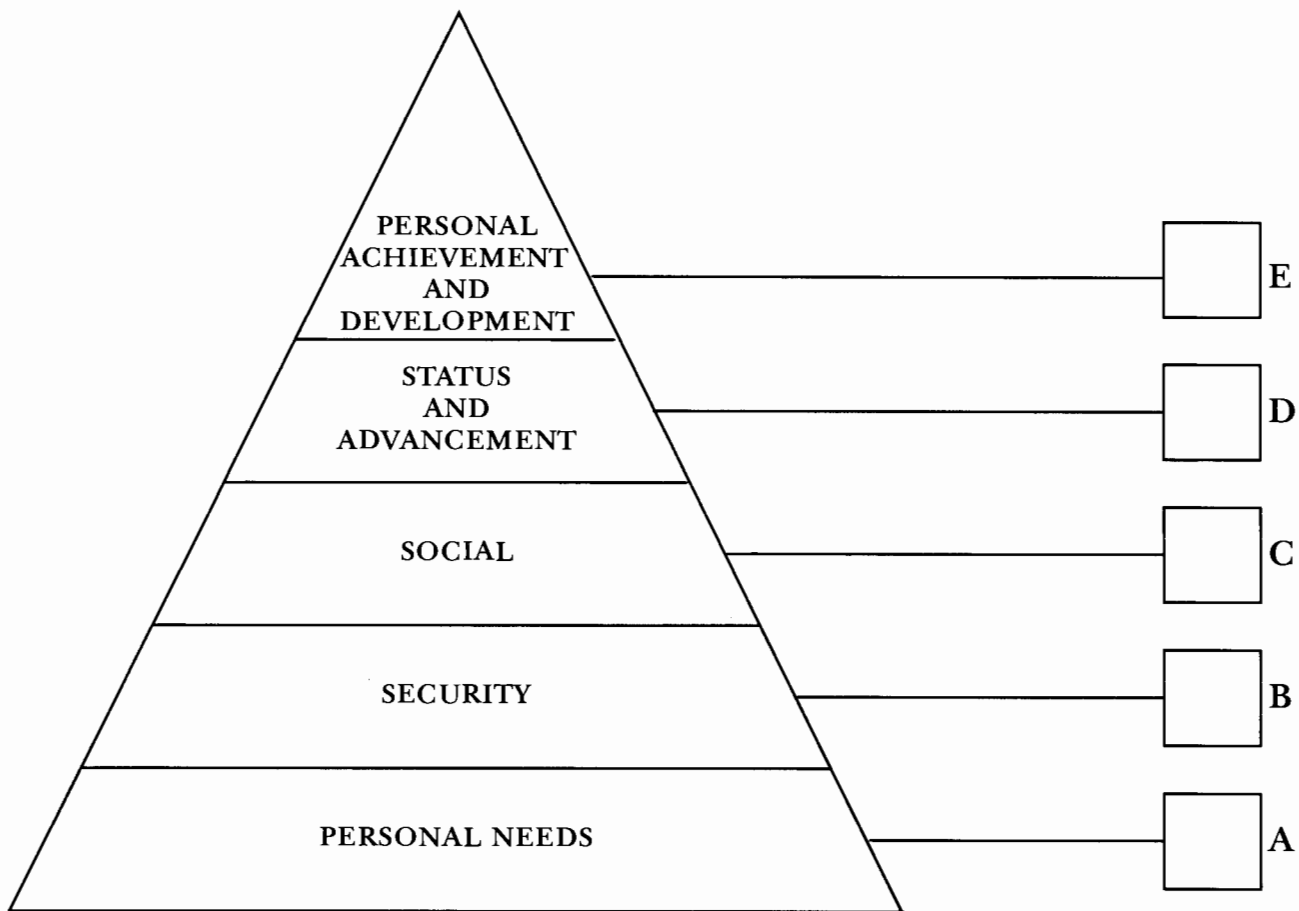
| | A | B | C | D | E |
|--|---|---|---|---|---|
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| Page Total | | | | | |

Scoring Instructions:

To produce a total score for this questionnaire, you must first add up the totals from all five pages. This can be done on the chart alongside.

| | A | B | C | D | E |
|-------------|---|---|---|---|---|
| Page 3 | | | | | |
| Page 4 | | | | | |
| Page 5 | | | | | |
| Page 6 | | | | | |
| Page 7 | | | | | |
| Grand Total | | | | | |

Now place the corresponding totals of A, B, C, D and E into the boxes next to the pyramid.



According to management theory, the definition of motivation is 'getting people to do willingly and well those things that need to be done'. Over the years, it has been the prime concern of behavioural scientists to find out what does motivate people at work.

In their research they have discovered that to a large extent we motivate ourselves by responding to certain inner needs.

One such behavioural scientist, Abraham Maslow*, suggested that we have five areas of need that have to be satisfied in a specific order.

*For more information, read the original work: A. H. Maslow, MOTIVATION AND PERSONALITY, Harper, 1954.