

PERSONAL MOTIVATION PROFILE

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



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Instructions for Completion

On the following five pages, you will find 30 questions. Each question is a statement of a familiar situation at work which is printed in bold type. This statement is followed by three different choices of action. To complete each question, you must allocate five points between the three choices available. This allocation must be done in whole numbers, and the points which you allocate to each possibility should be placed in the box which is adjacent to that choice – as in the illustration below:–

	A	B	C	D	E
18 The most likely cause for me to quit my job would be:					
a. If the pressure of work became too great and interfered with my free time.	2				
b. If I had little opportunity to fully use my skills and abilities.					1
c. If I was not getting on with my fellow team members.			2		

The allocation can vary between
5,0,0 or 4,1,0 or 3,1,1 or 2,1,2 - in any combination.

Please read each question carefully and answer it as honestly as you can. There is no 'right' answer.

When you have finished all the questions, you can add up the totals for each of the five columns on all five pages of the questionnaire.

IF ATTENDING A COURSE:

DO NOT BREAK THE SEAL UNTIL INSTRUCTED TO DO SO.

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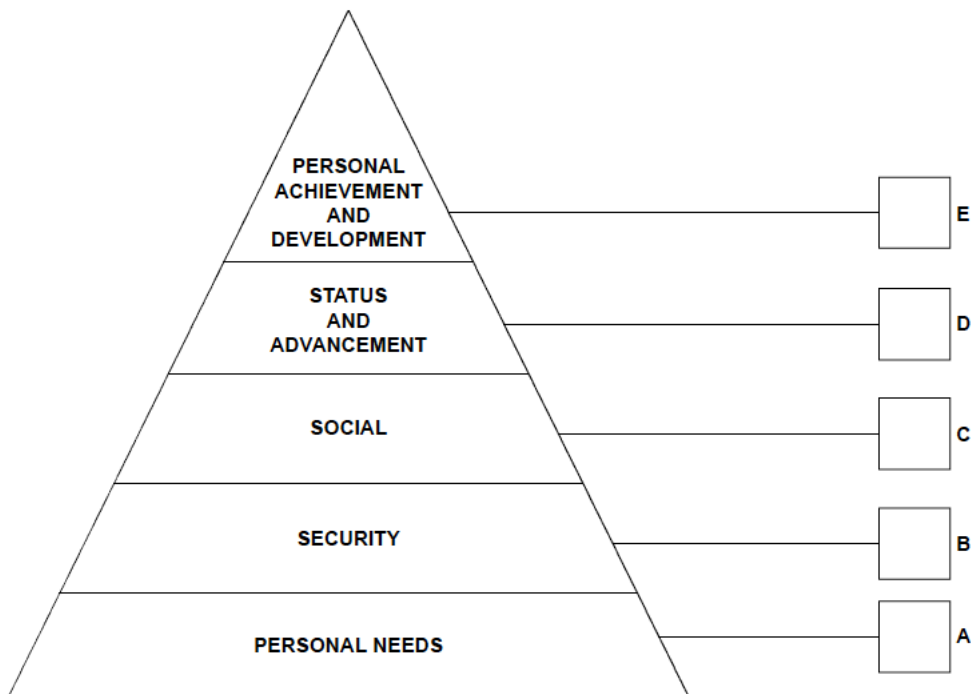
		Columns				
		A	B	C	D	E
13. The most likely cause for me to quit my job would be:						
a. If I had to work on my own without colleagues to discuss or share my work with.						
b. If I was not given clear direction on what I was supposed to be doing.						
c. If I was not given any credit or recognition for the work I had done.						
14. I believe the real benefits in working are:						
a. Being recognised for my skills and achievements.						
b. Having the money to afford a good quality of life, i.e. a house, a car and the like.						
c. Being given new challenges and achieving them.						
15. I am likely to work hard and accomplish the most at work when:						
a. I am regularly given new targets and challenges.						
b. Mistakes are overlooked and there is little chance of losing my job.						
c. I feel I am a valued and worthwhile member of the team.						
16. My morale and motivation at work would suffer if:						
a. The pressure of work was so great that it imposed on my private life.						
b. I was not given the opportunity to stretch my capabilities.						
c. I have doubts about my job security.						
17. I enjoy my job most when:						
a. There is a strong team spirit and I get on well with my colleagues.						
b. I have good working conditions, i. e. light and airy accommodation with modern and plentiful resources.						
c. I am given credit and recognition for the work that I do.						
18. The most likely cause for me to quit my job would be:						
a. If the pressure of work became too great and interfered with my free time.						
b. If I had little opportunity to fully use my skills and abilities.						
c. If I was not getting on with my fellow team members.						
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.