

## Exercise

### Your motivation

**What is important to you in your work when it comes to motivation?**

In a work context, the source of your motivation will often be a combination of extrinsic and intrinsic factors. **Intrinsic motivation** is often more effective than **extrinsic motivation** in terms of work and performance over time. It is a good idea to focus on intrinsic motivation when developing in your current work or when looking for a job, both to make sure you find a job you find energising and to give your manager or potential employer a good picture of what motivates you.

Motivation (Latin: *movere*) = to move

The purpose of the following exercise is to identify the motivators that are most important to you and your work.

**Begin by categorising your motivators depending on how important they are to you.** You can add additional motivators at the bottom of the list if there is anything you feel is missing.

Motivators/needs	Important	Not so important	Notes
Making others feel at ease			
Having fun at work			
Leading others			
Visions for the future			
Taking responsibility for others			
Sharing the company's values			
Responsibility for work situation			
Time for reflection			
Sense of community			
Pleasant working spaces			
Commute to work			
Ability to see the big picture			
Generating results			
Respect for differences			
Participating in business development			
Good work environment			
Health			
Many new contacts			
Ability to grow via new tasks			
Participating in courses and conferences			
Being seen/appreciated			
Job satisfaction/enjoying my work			
Avoiding stress			
Commitment to my work			
Clear directives			

<b>Motivators/needs</b>	<b>Important</b>	<b>Not so important</b>	<b>Notes</b>
Few changes			
Security			
Financial stability			
Varied work tasks			
Independence			
Being able to work at my own pace			
Peace of mind to disconnect from work			
Hybrid workplace			
Performance indicators			
Appreciation			
Realising my own ideas			
Balance between work and leisure			
Good leadership			
Belonging to a leading team			
Cultural activities			
Lots of latitude and straight talking			
Working with people			
Exploring and discovering new things			
High work ethic			
Clear rules and norms			
Feeling involved			
Camaraderie at work			
Career opportunities			
Status/special position			
Being given positions of trust			
High pay			
Being able to influence my pay			
Add your own:			

**Now choose the 5–7 motivators that you would say are most important to you and describe what they entail/mean for you and how they affect your work?**

1.

2.

3.

4.

5.

6.

7.