



# My Interests, Needs, and Motivators



This exercise is designed to help you clarify what truly motivates you in your work. By identifying the values, interests, and conditions that matter most to you, you will gain insight into what drives your engagement, satisfaction, and sense of fulfillment. The process moves from broad reflection to clear prioritization, helping you distinguish between what is merely important and what is essential for you to thrive. By the end of the exercise, you will have a focused set of core motivators and a clearer understanding of how well your current work aligns with them—information that can guide career decisions, goal setting, and future development.

## Step 1 -

The statements below represent values, interests and conditions people may consider important in their work.

The importance of each will vary from person to person.

Please read the following statements carefully and indicate how important each is to you by placing a check mark under the appropriate column.

	Very Important	Important	Somewhat Important	Unimportant
Provide service to others				
Produce results that are highly visible to the customer				
Can feel excitement				
Can get a raise on the basis of your performance				
Have others who are highly dependent on your work				
Do not need to travel				
Have a lot of variety				
Need to change procedures frequently				
Have little stress				



	Very Important	Important	Somewhat Important	Unimportant
Have freedom to do things your way				
Are responsible for initiating change				
Have time for non-work activities				
Get recognition from management for doing a good job				
Have contact with a wide variety of people				
Can advance in your professional field				
Have a lot of responsibility				
Perform at a fast pace				
Have the freedom to be creative				
Need to be highly specialized				
Can spend most of your time executing				
Are part of a successful team				
Interrelate frequently with a core group of people				
Must meet tight deadlines with high pressure for results				
Can broaden your skills rather than specialize				
Can do the whole job yourself, from start to finish				
Have a lot of authority				
Like the setting in which the job is done				
Have lots of surprises				



	Very Important	Important	Somewhat Important	Unimportant
Are the owner of your own business / free from close supervision				
Frequently communicate with your manager				
Know by the results when you have done a good job				
Participate in strategic discussions on matters that affect you				
Can form close friendships with your fellow employees				
Have competent subordinates to whom you can delegate				
Can learn and develop new skills				
Can help others grow and develop				
Have high risk and high rewards				
Know what all the rules and regulations are				
Can work at your own pace				
Do not have to relocate				
Have short work cycles and frequent change of activity				
Have few established procedures				
Have an absorbing job that you think about on your own time				
Are able to travel				
Have established procedures				
Are looked up to and respected by others (have prestige)				
Are free from details				





	Most Important (Max. 10)	Very Important

**Step 3 -**

Lastly, use your top ten Most Important items to help you through the rest of your journey. For each item, identify your current level of satisfaction with each:

1 = Very Low | 5 = Very High

My Top Ten Most Important Items	Satisfaction Level (1 = Very Low, 5 = Very High)

