

Exercise: Evaluating the Motivational Factors in Your Workplace

To assess and improve the work environment for your direct reports using the provided checklist.

Instructions:

1. Select one of your direct reports to focus on for this exercise.
2. For each category (Achievement, Responsibility, Recognition, Meaningfulness, and Opportunities for Growth and Advancement), rate your employee's current situation on a scale of 1-5 (1 being lowest, 5 being highest).
3. Identify the lowest-scoring category.
4. Choose three specific items from the lowest-scoring category that you believe need the most improvement.
5. For each of these three items, brainstorm one concrete action you can take to address it.