
Motivation at Work Quick Assessment

Instructions for Managers

Use this quick assessment to understand what motivates each of your team members.

Use them as discussion prompts in a one-on-one meeting. Their responses will help you tailor your leadership approach to keep them engaged and productive.

Employee Name: _____

Date: _____

1. What aspects of your work energise and excite you the most? What do you LOVE doing?

2. What makes a great day at work for you?

3. What makes you feel most appreciated? How do you like your effort to be recognised?

4. What kind of tasks or projects do you find most frustrating or demotivating?

5. What helps you stay engaged and give your best, even when work gets challenging?

6. What opportunities at work would excites you most in the next 2 years?

7. If you had 3 wishes, what would your ideal working environment look like?

Scoring & Interpretation

After collecting responses, look for patterns and themes in each employee's answers.

Are they?:

- **Achievement-driven:** They thrive on setting and reaching goals, solving problems, or taking on challenges.
 - **Collaboration-driven:** They feel most engaged when working with others, sharing ideas, or contributing to a team effort.
 - **Recognition-driven:** They are motivated by appreciation, feedback, or visible acknowledgment of their work.
 - **Autonomy-driven:** They prefer independence, trust, and ownership of tasks.
 - **Stability-driven:** They value routine, security, and clear expectations.
 - **Growth-driven:** They seek learning opportunities, skill development, or career progression.
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YOUR NOTES:

Take Action: Transform Your Team's Motivation

Now that you've gathered these valuable insights into what drives your team members, it's time to put this knowledge into practice and create lasting change.

Your Next Steps:

- **Make it ongoing, not a one-time conversation.** Schedule regular motivation check-ins as part of your annual appraisals or quarterly one-to-ones. What motivates people can shift as they grow in their roles or face new life circumstances, so treat this as an evolving conversation rather than a tick-box exercise.
- **Tailor your leadership approach to each individual.** Use what you've learned to adjust how you delegate tasks, provide feedback, and structure work for each team member. The person who thrives on autonomy needs a different approach than someone who values detailed guidance and regular check-ins.
- **Foster team understanding and appreciation.** Encourage your team members to share their motivators with each other. When people understand what energizes their colleagues versus what drains them, they can collaborate more effectively and support each other better.

Take It Further with DISC Assessments

Want to deepen this self and team awareness even more?

Consider implementing DISC assessments for your team. These insights will complement what you've learned about motivation by helping team members understand their communication styles, work preferences, and behavioural tendencies.

When people know not just what motivates each other, but how each other naturally operates, you create a foundation for exceptional teamwork and individual performance.

The combination of understanding individual motivators and behavioral styles is powerful – and the impact on engagement, performance, and team dynamics can be transformational.

If you'd like support implementing DISC assessments with your team, we're here to help guide you through the process and ensure you get maximum value from the insights. We can even do the assessments for you!

Contact us at tellmemore@perception-insights.com to find out more.