

Assess Your Workplace Motivation

A theory of workplace motivation is Herzberg’s two-factor theory, which states that certain factors can increase job satisfaction (known as motivators) and certain factors can increase job dissatisfaction (known as hygiene factors). Satisfaction and dissatisfaction are separate constructs.

This visual tool allows you to assess your current motivators and hygiene factors in order to get a general picture of how motivated you are likely to be within your current role. Please give each area a score out of ten that signifies how satisfied you are in this area within your current role. For example, if you are very pleased with the amount of responsibility your current role gives you, you might want to give ‘responsibility’ a score of nine or ten.

Area of your current role	Satisfaction score out of ten
Status	
Security	
Relationship with subordinates	
Personal life	
Relationship with peers	
Salary	
Work conditions	
Relationship with supervisor	
Company policy and administration	
Supervision	
Total hygiene factors score	
Achievement	
Recognition	
The work itself	
Responsibility	
Advancement	
Personal growth	
Total motivators score	

If you have a hygiene factors score above 65, you have low levels of dissatisfaction in your current role.

If you have a motivators score above 40, then you are sufficiently motivated and satisfied in your current role.