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## Motivation Comparisons

This exercise is designed to help you better understand what motivates you and your team.

It is in four parts: part 1 is to be completed by you, part 2 by you about your team, part 3 by people who work directly for you (you may need to copy this several times), and part 4 by your Manager.

When everyone has completed their parts, hold individual discussions to compare results and see how well you all appreciate what motivates one another.

When you have completed these discussions you can then reflect upon your findings and similarities.

- In what way were your thoughts accurate and what surprises you have found?
- How do you intend to act on the information you have discovered to gain the most from your team, now and in the future?

**Part 1: To be completed by you about yourself.**

Here is a list of factors which can influence people’s degree of motivation at work. Thinking firstly about yourself at work, rank your top 10 factors in order of priority according to their importance to you (1 is the greatest priority, 10 is the least priority). Then give each one a mark out of 10 according to your current level of satisfaction in this area.

	<b>Factor</b>	<b>Order of priority</b>	<b>Current level of satisfaction</b>
1	Job security		
2	Recognition/appreciation		
3	Effective communication		
4	Status		
5	Decision-making power		
6	Financial reward		
7	Job satisfaction/achievement		
8	Training & development		
9	Regular feedback		
10	Working conditions/environment		
11	Career development opportunities		
12	Stable job role		
13	Helpful work colleagues		
14	Clearly defined goals		
15	Feeling of being involved		
16	Interesting work		
17	Supportive manager		
18	A chance to socialise		
19	Flexibility		
20	Other – Fill in		

**Part 2: To be completed by you thinking about your team.**

Now considering each member of your team in turn, rank the top 10 factors which you believe motivate them to perform well (1 is the greatest priority, 10 is the least priority).

	<b>Factor</b>	<b>Name / Order of priority</b>	<b>Name / Order of priority</b>	<b>Name / Order of priority</b>	<b>Name / Order of priority</b>	<b>Name / Order of priority</b>
1	Job security					
2	Recognition/appreciation					
3	Effective communication					
4	Status					
5	Decision-making power					
6	Financial reward					
7	Job satisfaction/achievement					
8	Training and development					
9	Regular feedback					
10	Good working conditions					
11	Career development opportunities					
12	Stable job role					
13	Helpful work colleagues					
14	Clearly defined goals					

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15	Feeling of being involved					
16	Interesting work					
17	Supportive manager					
18	A chance to socialise					
19	Flexibility					
20	Other – Fill in					

### Part 3: To be completed by the team members who report to you

Here is a list of factors which can influence people's degree of motivation at work. Rank your top 10 factors in order of priority according to their importance to you. Be honest! (1 is the greatest priority, 10 is the least priority). Then rate how satisfied you are with each by giving them a mark out of 10.

Name: \_\_\_\_\_

	<b>Factor</b>	<b>Order of priority</b>	<b>Level of Satisfaction</b>
1	Job security		
2	Recognition/appreciation		
3	Effective communication		
4	Status		
5	Decision-making power		
6	Financial reward		
7	Job satisfaction/achievement		
8	Training and development		
9	Regular feedback		
10	Good working conditions		
11	Career development opportunities		
12	Stable job role		
13	Helpful work colleagues		
14	Clearly defined goals		
15	Feeling of being involved		
16	Interesting work		
17	Supportive manager		

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18	A chance to socialise		
18	A chance to socialise		
19	Flexibility		
20	Other – Fill in		

## Part 4: To be completed by your manager

Think about the person in question. Rank the top 10 factors which you believe motivate them to perform well in order (1 is the greatest priority, 10 is the least priority). Then guess how satisfied you believe the person currently is with each of the 10 factors by giving them a mark out of 10.

	<b>Your Manager's View Factor</b>	<b>Order of priority</b>	<b>Current level of satisfaction</b>
1	Job security		
2	Recognition/appreciation		
3	Effective communication		
4	Status		
5	Decision-making power		
6	Financial reward		
7	Job satisfaction/achievement		
8	Training & development		
9	Regular feedback		
10	Good working conditions		
11	Career development opportunities		
12	Stable job role		
13	Helpful work colleagues		
14	Clearly defined goals		
15	Feeling of being involved		
16	Interesting work		
17	Supportive manager		
18	A chance to socialise		

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19	Flexibility		
20	Other – Fill in		