



The Employee Motivation Discovery Worksheet

It's crucial for managers to find out what motivates each of their employees. Motivated employees are both more productive and more satisfied in their work. Not all employees are motivated in the same way, and what drives employees will change over time. This job aid contains a list of questions to ask employees to determine what engages them. Integrate these questions into the interviewing process to discover motivations before the employee even starts the job. Also, use this job aid to have regular "pulse checks" with employees to determine their level of motivation or if you need to alter your approach to encouraging them.

Finding the Motivational Match

Employees will not stay with a company very long if they are not motivated to do their jobs. It is important to discover what motivates individuals before they even start with the organization, during the interview process. The following list of interview questions can help determine an employee's motivational match for a position.

1. Tell me about a time when you handled a project that you found satisfying. What was the situation and why was it satisfying?

2. Tell me about a time when you worked on a project that you found dissatisfying. What was the situation and why was it dissatisfying?

3. Give me examples of job experiences that you felt were satisfying.

4. Do you have short-term and long-term goals for yourself? Are they realistic? Did you accomplish them last year?

5. What kinds of things can a manager do to motivate his or her staff?

6. Describe a situation when you were able to have a positive influence on the actions of others. How did you do it? What were they able to accomplish?

7. How do you motivate yourself to do unpleasant tasks?

8. Give me an example of a time you went above and beyond what was asked of you.

9. How would you define success for someone in your profession?
