

Motivational Analysis

Each of the following questions has 3 choices. Choose the one in each question that most closely fits your own motivations, in your work setting.

1. ___ a) When doing a job, I seek feedback.
 ___ b) I prefer to work alone & am eager to be my own boss.
 ___ c) I seem to be uncomfortable when forced to work alone.
2. ___ a) I go out of my way to make friends with new people.
 ___ b) I enjoy a good argument.
 ___ c) After starting a task, I am not comfortable until it is completed.
3. ___ a) Status symbols are important to me.
 ___ b) I am always getting involved in group projects.
 ___ c) I work better when there is a deadline.
4. ___ a) I work best when there is some challenge involved.
 ___ b) I would rather give orders than take them.
 ___ c) I am sensitive to others, especially when they are mad.
5. ___ a) I am eager to be my own boss.
 ___ b) I accept responsibility eagerly.
 ___ c) I try to get personally involved with my superiors.
6. ___ a) I am uncomfortable when forced to work alone.
 ___ b) I prefer being my own boss, even when others feel a joint effort is required.
 ___ c) When given responsibility, I set measurable standards of high performance.
7. ___ a) I am very concerned about my reputation or position.
 ___ b) I have a desire to out-perform others.
 ___ c) I am concerned with being liked & accepted.
8. ___ a) I enjoy & seek warm, friendly relationships.
 ___ b) I attempt complete involvement in a project.
 ___ c) I want my ideas to predominate.
9. ___ a) I desire unique accomplishments.
 ___ b) It concerns me when I am being separated from others.
 ___ c) I have a need & desire to influence others.
10. ___ a) I think about consoling and helping others.
 ___ b) I am verbally fluent.
 ___ c) I am restless and innovative.
11. ___ a) I set goals & think about how to attain them.
 ___ b) I think about ways to change people.
 ___ c) I think a lot about my feelings & the feelings of others.

Motivational Analysis

1. a) Achievement
 b) Power
 c) Affiliation
2. a) Affiliation
 b) Power
 c) Achievement
3. a) Power
 b) Affiliation
 c) Achievement
4. a) Achievement
 b) Power
 c) Affiliation
5. a) Power
 b) Achievement
 c) Affiliation
6. a) Affiliation
 b) Power
 c) Achievement
7. a) Power
 b) Achievement
 c) Affiliation
8. a) Affiliation
 b) Achievement
 c) Power
9. a) Achievement
 b) Affiliation
 c) Power
10. a) Affiliation
 b) Power
 c) Achievement
11. a) Achievement
 b) power
 c) Affiliation

of Affiliation: _____

of Achievement: _____

of Power: _____

Predominant Motivation Style: