

Motivation Technique Assessment

Read the statements below and pick the option (1, 2, 3, or 4) closest to your experience. If your experience is that you seldom do what the statement indicates, circle a 1; if you always meet the criteria of the statement, mark a 4; use 2 & 3 for all others depending on which way your answer leans.

Statement	Seldom		Always	
	1	2	3	4
I try to persuade and influence people rather than force them or guilt-trip them to do what I want.	1	2	3	4
I try to make work as enjoyable as possible for my co-workers and employees	1	2	3	4
I talk to people who don't cooperate to find out their reasons.	1	2	3	4
I use my knowledge of nonverbal communication to influence discussions.	1	2	3	4
I give the people I work with full and frank information whenever possible	1	2	3	4
If I ask people's opinions, I make a point of implementing their ideas when I can.	1	2	3	4
I avoid office politics and gossip.	1	2	3	4
I discourage other people from being involved in office politics and gossip.	1	2	3	4
I involve people in issues at the earliest possible opportunity.	1	2	3	4
I give reasons for my actions and for any disagreements with people.	1	2	3	4
I seek consensus and encourage others to do the same	1	2	3	4
I react to failure by analysis and correction, not blaming.	1	2	3	4
I seek a balance between firm control and giving people independence.	1	2	3	4
I make conscious efforts to improve my motivational skills.	1	2	3	4
I change benchmarks to keep targets at stimulating heights.	1	2	3	4
I revise the system in order to remove obstacles to performance.	1	2	3	4
I encourage people to be open about what they consider positive motivators.	1	2	3	4
In talking with people about their performance in joint efforts, I invite appraisal of my own effort.	1	2	3	4
I organize work so each person can actually complete the assigned task.	1	2	3	4

Statement	Seldom	2	3	Always
I get full, clear feedback from people whose behavior I have to evaluate.	1	2	3	4
I look at assignments and projects as ways people can develop themselves.	1	2	3	4
I encourage people to act on their own initiatives.	1	2	3	4
I delegate work that does not have to be done by me.	1	2	3	4
If difficult 'people decisions' are needed, I make them willingly.	1	2	3	4
I act to avert or settle disputes and personality clashes.	1	2	3	4
I make changes only after consultation with those affected.	1	2	3	4
I thank people for good work face to face or by handwritten note.	1	2	3	4
I break the rules when there is sound reason to not work by the book.	1	2	3	4
I look for and seek to help people who are not using their potential.	1	2	3	4
I seek opportunities for radical change and take them where possible.	1	2	3	4
I give praise and/or other rewards on merit alone.	1	2	3	4

Total of each column:

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Total of All 4 Columns:

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To Score:

- Add the numerical value (each '1' you circled is worth one point, each '2' you circled is worth two points, and so on) of each column and place the totals in the boxes at the end of the column.
- Add the 4 numbers together.
- Find your score below and read the analysis.

Points

Analysis

30 – 65	<i>You may not be creating a motivational environment. Identify the areas of shortfall and choose skills and practices for performance improvement.</i>
66 – 109	<i>You know and practice much that is motivationally sound. However, you can improve your success at motivation by choosing some shortfall areas, developing action items and concentrating on continuing effort on them.</i>
110 – 124	<i>You are a master at creating a motivational environment!</i>