

3-Minute Motivation Checklist

What motivates you to get up in the morning and go to work?

You have £20 to spend on yourself. Spend it in the table below on the things that really motivate you in work. You might spend £20 on one item, or spread your money around (don't use units smaller than £1).

	Motivating Factor	£££s
1	Status My work is recognised in my job title/ pay level/ car/ responsibilities...	
2	Recognition I am recognised for my skills and contribution.	
3	Feedback I know when I am doing a good job.	
4	Skills Balance My opportunities and skills are well matched.	
5	Challenge I like to take on new projects and problems.	
6	Leadership I enjoy opportunities to lead others.	
7	Personal Development I have continuing opportunities to learn and grow.	
8	Variety My work is varied and interesting.	
9	Responsibility I am responsible for important things/ people/ projects.	
10	Intellectual Challenge I like to be stretched and to improve my expertise.	
11	Independence/ Freedom I have some control over how I spend my time at work and where I go.	
12	Fun I spend time in groups that enjoy working together.	
13	Team membership I enjoy being part of an active, supportive team.	
14	Making a difference/ contributing I can see what my contribution adds to the whole process.	
15	Helping others My work contributes to others, or to society as a whole.	
16	Meaning & Fulfilment My work has purpose and seems meaningful.	
17	Security Knowing what I will be doing and earning in a year's time matters to me.	
18	Earnings now I feel reasonably well paid.	
19	Earnings potential My earnings will probably increase significantly in the future.	
20	Fringe Benefits The job has interesting side benefits.	

Adapted by the author from *How To Get A Job You Love 2023*, Pearson.