

What Motivates You?

For each of the following fifteen statements, circle the number that most closely agrees with how you feel. Consider your answers in the context of your current job or past work experience.

	STRONGLY DISAGREE			STRONGLY AGREE	
1. I try very hard to improve on my past performance at work.	1	2	3	4	5
2. I enjoy competition and winning.	1	2	3	4	5
3. I often find myself talking to those around me about nonwork matters.	1	2	3	4	5
4. I enjoy a difficult challenge.	1	2	3	4	5
5. I enjoy being in charge.	1	2	3	4	5
6. I want to be liked by others.	1	2	3	4	5
7. I want to know how I am progressing as I complete tasks.	1	2	3	4	5
8. I confront people who do things I disagree with.	1	2	3	4	5
9. I tend to build close relationships with co-workers.	1	2	3	4	5
10. I enjoy setting and achieving realistic goals.	1	2	3	4	5
11. I enjoy influencing other people to get my way.	1	2	3	4	5
12. I enjoy belonging to groups and organizations.	1	2	3	4	5
13. I enjoy the satisfaction of completing a difficult task.	1	2	3	4	5
14. I often work to gain more control over the events around me.	1	2	3	4	5
15. I enjoy working with others more than working alone.	1	2	3	4	5

To determine your dominant needs—and what motivates you—place the number 1 through 5 that represents your score for each statement next to the number for that statement.

Achievement	Power	Affiliation
1. ____	2. ____	3. ____
4. ____	5. ____	6. ____
7. ____	8. ____	9. ____
10. ____	11. ____	12. ____
13. ____	14. ____	15. ____
Totals: ____	____	____

Add up the total of each column. The sum of the numbers in each column will be between 5 and 25 points. The column with the highest score tells you your dominant need.