

Instructions

Complete the attached assessment and please answer the following questions in a report form.

- How did you score on the assessment?
- Were the results what you expected?
- What are some of the ways that you motivate others?
- What is the best way for others to motivate you?
- Why do we need to motivate others?
- Do you feel that people should "want" to perform without incentives? Why or why not?

You are free to add any additional points.

Guidelines for Research Papers

- Word-processed
- Min 750 – Max 1000 words in length (Aprox. 3 pages)
- Double spaced
- One- inch margins
- Font-Times New Roman
- Size- 12
- Black ink—please!

*All assignments received later than the announced due date will be considered late. If it is submitted late you will receive half credit. If you are unable to attend class on a day when the assignment is due you may email it to me.

How Good are Your Motivation Skills?

Managers everywhere want teams that are effective, focused, and committed to organizational goals. With a team like this, just think of the performance and results you could deliver! Teams only perform like this if their managers are motivating them effectively. This is why you need to be able to motivate your team if you want to create a productive work environment. By combining good motivational practices with meaningful work, the setting of performance goals, and use of an effective reward system, you can establish the kind of atmosphere and culture that you need to excel. The better you are able to link these factors together, the higher the motivation levels of your team are likely to be. That's a win-win for you, them, and the organization.

Instructions:

For each question, check the column that most applies. Add the numbers to arrive at one score and check your result using the scoring table underneath.

		Never (1)	Rarely (2)	Some times (3)	Often (4)	Very Often (5)
1	When faced with a performance problem, I take care to establish whether it is caused by lack of resource, lack of motivation, or lack of skills					
2	I establish clear performance standards and expectations					
3	The rewards and discipline I use are clearly linked to performance and defined behavioral objectives.					
4	I structure work so that is interesting and challenging, and allows for appropriate autonomy.					
5	When I give a reward I make sure it is one that the recipient values					
6	I am consistent in the way that I discipline people for sub-standard performance					
7	When I see good work, I praise it immediately.					
8	I make sure people have the tools, resources, and training to achieve the results I expect.					
9	I try to understand what motivates each individual member of my team.					
10	I make a major effort to ensure that I offer competitive wages and other forms of compensation.					
11	In order to be fair, I use the same rewards for everyone when recognizing good performance					
12	I help people establish performance goals that are challenging and specific, and that are linked to organizational objectives.					
13	I make sure I know what is going on in the real work environment before taking any remedial or disciplinary action.					
14	I encourage people to set their goals high, and make their achievement measurements challenge them fairly.					
15	I try to combine and rotate job assignments so that people can learn and use a variety of skills.					

Score Interpretation

Score	Comment
15 - 34	Ouch. The good news is that you've got a great opportunity to improve the way you motivate others, and your and your team's long term success! However, to do this, you've got to fundamentally improve your motivation skills.
35 - 52	You're good at some aspects of motivating others, but there's room for improvement elsewhere. Focus on the serious issues below, and you'll most likely find that your team's performance will increase.
53 - 75	You're probably motivating your team very effectively! Still, check the sections below to see if there's anything you can tweak to make this even better.