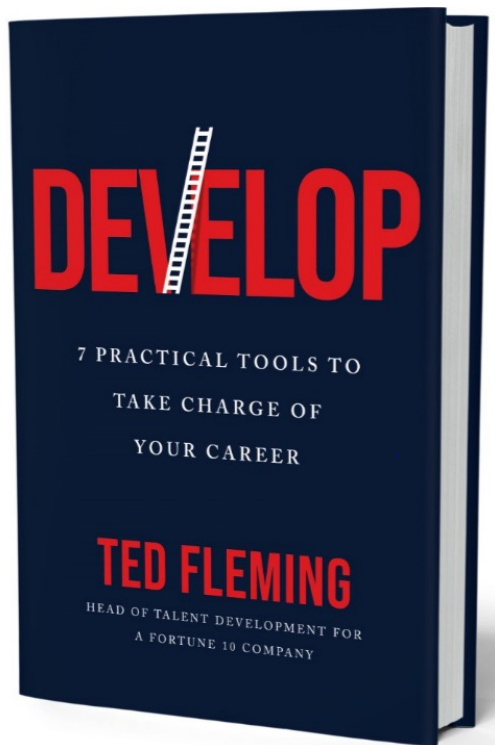


# WORK MOTIVATOR TOOLKIT



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“*Develop* is the rare book that will help each reader tap into their unique talents, while also acknowledging their unique challenges, as they forge a path toward personal success.”

— **ELEASE WRIGHT**  
vice chair of the National  
Academy of Human Resources

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# INSTRUCTIONS

**Tool:** Work Motivators

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**Purpose:** Identify what attributes your job must have to make you satisfied, and what truly motivates you.

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**Instructions:** Using the work motivators list, identify your top five “must-have” factors and five “motivating” factors.

Remember a motivator can only be on one list, it cannot be a must-have and motivating factor.

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# WORK MOTIVATORS\*

- Autonomy:** the chance to work on projects alone
- Challenge:** doing work that is not routine
- Clearly defined responsibilities:** expectations that are not ambiguous
- Creativity:** the possibility to implement my own ideas
- Decision-making authority:** the ability to make decisions
- Diversity of tasks:** the involvement in a variety of projects
- Expert coworkers:** to be surrounded by intelligent coworkers
- Fame/notoriety:** to be recognized as an authority by coworkers
- Flexibility of schedule:** the ability to shape my own schedule
- Fringe benefits:** medical and dental insurance, paid vacation time, etc.
- Geographic location:** choosing where I work and where I live
- Good supervision:** direction that is accessible, clear, supportive, etc.
- Intellectual stimulation:** work that mentally challenges me
- Interdisciplinary opportunities:** work with exposure to different professions and areas
- Job security:** stability in my employment and position
- Lack of stress:** an atmosphere without a lot of deadlines
- Leadership:** the opportunity to take charge of projects
- Power:** the ability to create change
- Professional expertise:** the ability to become an authority
- Respect:** admiration by coworkers and superiors
- Salary:** a wage consistent with my work quality
- Seeing things through** the ability to work on tasks from start to finish
- Social justice/change:** making a difference by my work
- Support:** understanding and reinforcement for my goals from coworkers
- Teamwork:** being part of a group that works together

\* Adapted from Marianne Able Career Services Center, Thomas Jefferson University

# Must-Have and Motivating Factors

## Must-Have Factors (that must be right for you to be happy)

1.	
2.	
3.	
4.	
5.	

## Motivating Factors (things that truly, deeply satisfy you)

1.	
2.	
3.	
4.	
5.	