

Motivation Conversation Guide

for team members

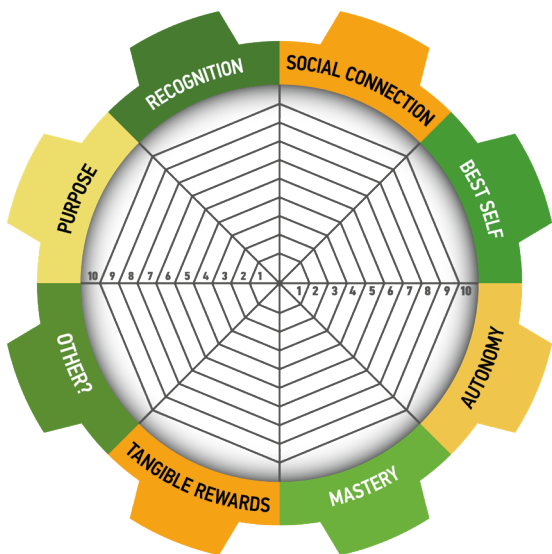
PURPOSE: To help you understand what motivates you so that your manager can support you in tapping into opportunities as much as possible

HOW LONG: 10 to 30 minutes

HOW OFTEN: Ongoing

To explore what motivates you

- Think through what mix of **intangible motivators** (interesting projects, teamwork, a sense of purpose, etc.) and **tangible motivators** (pay, bonuses, awards, etc.) holds most meaning for you.
- Use the diagram to help you. This list is not exhaustive, however, and there may be other benefits that are important for you.
- Where you are specifically looking for higher remuneration, it will be important to understand what additional level of achievement this will need.



Consider

What do I value most about working here?

What about my job is a good fit for me?

What could be made even better?

For example:

- *How important is a sense of purpose to me?*
- *How often do I like to receive **recognition**, and what do I like to be appreciated for?*
- *How much would I value having more **autonomy** in my work?*
- *How important is it to me to **feel part of a team**?*
- *What part of my work brings out **the best in me**?*
- *How much would I value **mastering a new or existing skill**?*
- *What **other rewards** are important to me?*

Sometimes a visual representation can be a useful way to develop clarity. To prioritize what matters most, it can help to complete the diagram, awarding each element a number from 1 to 10 (where 1 is low and 10 is high).

Include any other area that may be important to you.