



SURVEY: MY MOTIVATING SKILLS

The purpose of this survey is (1) to reinforce concepts in our Motivating Yourself & Others training course and (2) to help you visualize opportunities to apply what you have learned to yourself. This is *not* a test and does not produce a score since there are no right and wrong answers. To benefit from it you will need to follow the instructions carefully.

INSTRUCTIONS: Indicate how well each statement describes the way you motivate by entering an x in the appropriate box.

		Quality of Description						
		Very Poor			Very Good			
		1	2	3	4	5	6	7
1.	I routinely contribute to the lives of others without requiring a payback.							
2.	I try to inspire and/or reinforce a strong work ethic in others.							
3.	I attempt to select reports who expect high productivity from themselves.							
4.	I try to find ways for my reports to do work that is interesting to them.							
5.	I try to inspire my reports to accept our organization's goals and values as their own.							
6.	My reports set work goals and assume responsibility for reaching them.							
7.	I create a work environment that is optimistic, challenging, and stimulating.							
8.	I rely on many forms of motivation in addition to my delegated authority.							
9.	I find ways to reward the behaviors I want my reports to repeat.							
10.	I reprimand only when I must, but seek to minimize negative outcomes.							
11.	I know the needs of my reports and reward in ways that satisfy those needs.							
12.	My reports trust me to be fair and impartial in all my relations with them.							
13.	I set and maintain high performance expectations of my direct reports.							
14.	My reports expect fair and generous rewards for high performance.							
15.	I empower others to believe in their ability to achieve excellence.							
16.	My reports trust me and know I can and will do whatever I say I will do.							
17.	I try to remove the negative consequences of what I require of my reports.							
18.	I attempt to immediately praise any progress toward a goal that I notice.							
19.	I am very consistent in the way I use rewards and reprimands to motivate.							
20.	I help my reports visualize success and satisfaction from their efforts.							

After you have responded to all 20 items, decide which, if any of these, suggest a way you might be able to improve the way you motivate. To create a record for future reference, highlight those items. Make a specific plan for action. What will you do differently tomorrow? Contact us at www.LTrek.com to schedule training session on Motivating Yourself & Others!