ARE EMPLOYEES ALIGNED?
Self Motivation – Motivation Zappers

Many companies plough money in to schemes to motivate their staff without first identifying and removing "motivation zappers" that already exist in the work environment.

The following employee motivation questionnaire is a guide, based on research in to motivation theories, to help you identify which motivation zappers are influencing you or your staff.

Mark a Y for YES for each that the answer is YES and count the number of YES at the end of the questionnaire

Big Picture

_ I can sum up in a sentence the core values of my company

_ I know what is expected of my team

_ I know how my success is measured

_ I am proud to work for my company

_ I see a future for myself in this company

_ There is a clear and effective system of appraisal and career development

_ I feel valued by my company

_ The company's internal image is consistent with its external one. (When I see an advert for my company it is consistent with my experience of that company)

_ I know what this company's unique selling point is. (I know what makes it different to the competition)

_ I feel my job is understood by those in my company

Team Work

_ I enjoy coming to work partly because of the people

_ I get support and encouragement from my team mates

_ I do not have to compete unfairly with the rest of the team

_ Information is shared freely within the team

_ I do not feel there are secrets in our team

_ I am proud to be a part of this department

_ I respect my boss

_ I am not threatened by my team mates. I want them to be the best they can be.

_ I have the opportunity to develop new skills

_ Poor performance is not tolerated. No one "gets away with" under-performing

Time Wasters

_ The majority of my time (80% plus) is spent doing valuable work

_ I do not have to attend unnecessary meetings

_ Those meetings I do attend are well run and achieve agreed outcomes.

_ I usually finish work at a reasonable time.

_ Our computer systems work well. We are rarely prevented from working by technological breakdowns

_ We have clear systems for referring up. I can safely ask someone above me if I am not sure of what to do myself

_ Noise and other distractions are minimal

_ I can turn off my phone or divert to voicemail in order to complete urgent or important tasks

_ I do not feel constrained by too many unnecessary rules

_ My work environment is suited to the work I have to do. I have the space & facilities to do my job

Company Politics

_ I leave the office when my work is complete. I do not feel compelled to stay just because others are still there

_ I feel we are all treated fairly. I do not see or experience favoritism

_ I feel acknowledged publicly for my successes.

_ Any constructive criticism is given in private

_ There are no clear "factions" in our company

_ I always feel I can express my opinion without fear of being marginalized or losing favor

_ I feel I can talk openly about my future and ambitions

_ While I may be "loyal" I do not feel obligated to my employers. I have not been "bought" by a large salary, extra benefits or any other career advantages.

_ My feelings and opinions are often asked for and listened to, no matter what my position in the company hierarchy

_ I am not afraid to make mistakes. I am encouraged to learn from my experiences but they are not held against me later on.

<u>Your score:</u>

Each YES is equivalent to 1 point

35-40

There is very little to zap your motivation. If you are still feeling de-motivated it may be time to move on or perhaps the company needs to introduce more incentives for staff.

25-35

There are some obvious "motivation zappers" present in your workplace. With your team leader or a group of other employees, consider ways to reduce the impact of these.

0-25

Motivation is probably low in your workplace. Much could be done to improve your working environment. The good news is that some simple changes could make a huge difference.