

## MOTIVATIONAL QUESTIONNAIRE

The following assessment will determine if the individual is motivated by achievement, power or affiliation. The participant should choose the statement in each set that best describes him/her and **Circle A, B, and C against each statement**. The questionnaire is followed by an answer key to determine which best describes how the individual is motivated.

1. a. When doing a job, I need feedback.  
b. I prefer to work alone and be my own boss.  
c. I am uncomfortable when forced to work alone.
2. a. I go out of my way to make friends with new people.  
b. I enjoy a good argument.  
c. After starting a task, I am uncomfortable until it is finished.
3. a. Status symbols are important to me.  
b. I am always getting involved with group projects.  
c. I work better when there is a deadline.
4. a. I work best when there is some challenge involved.  
b. I would rather give orders than take them.  
c. I am sensitive to others, especially when they are angry.
5. a. I am eager to be my own boss.  
b. I accept responsibility eagerly.  
c. I get personally involved with my superiors.
6. a. I include others in what I am doing.  
b. I prefer to be in charge of events.  
c. When given responsibility, I set measurable standards of high performance.
7. a. I am concerned about my reputation or position.  
b. I desire to out-perform others.  
c. I am concerned about being liked and accepted.
8. a. I enjoy and seek warm, friendly relationships.  
b. I get completely involved in a project.  
c. I want my ideas to be used.

9. a. I desire unique accomplishments.  
b. I don't like being left out of things.  
c. I enjoy influencing the direction of things.
10. a. I think about consoling and helping others.  
b. I am verbally fluent.  
c. I am restless and innovative.
11. a. I think about my goals and how to attain them.  
b. I think about ways to change people.  
c. I think about my feelings and the feelings of others.

### MOTIVATIONAL ANALYSIS KEY

Circle your response for each of the eleven questions from the Motivational Questionnaire.

- |     |                |                |                |
|-----|----------------|----------------|----------------|
| 1.  | a. Achievement | b. Power       | c. Affiliation |
| 2.  | a. Affiliation | b. Power       | c. Achievement |
| 3.  | a. Power       | b. Affiliation | c. Achievement |
| 4.  | a. Achievement | b. Power       | c. Affiliation |
| 5.  | a. Power       | b. Achievement | c. Affiliation |
| 6.  | a. Affiliation | b. Power       | c. Achievement |
| 7.  | a. Power       | b. Achievement | c. Affiliation |
| 8.  | a. Affiliation | b. Achievement | c. Power       |
| 9.  | a. Achievement | b. Affiliation | c. Power       |
| 10. | a. Affiliation | b. Power       | c. Achievement |
| 11. | a. Achievement | b. Power       | c. Affiliation |

Count the number you have in each category and record below. Your highest response will indicate which personality you are.

### TOTAL:

\_\_\_\_ Achievement

\_\_\_\_ Affiliation

\_\_\_\_ Power / Control