Personal Motivation Inventory

For each of the statements below, decide which of the following answers best applies to you. Place the number in the blank to the left of the statement. Please be honest with yourself.

1. never 2. rarely 3. sometimes 4. usually 5. always

1. ____ I can identify the things I do best.
2. ____ I can easily see another person’s strengths.
3. ____ I feel that I am as good as the next person.
4. ____ I will go out of my way to help another person.
5. ____ When someone compliments me, I want to do even better.
6. ____ I try to find the best in other people and give them sincere compliments.
7. ____ I participate in a wide range of activities.
8. ____ I find it easy to get other people involved in something I am doing.
9. ____ I find it easy to listen to others.
10. ____ I find myself chosen to lead meetings, projects or other functions.
11. ____ I feel that I should be rewarded when I do a good job.
12. ____ I believe that people should be rewarded when they do a good job.
13. ____ I am curious about new ideas and try to learn all I can.
14. ____ I try to help others discover their talents and abilities.
15. ____ I set high standards of achievement for myself.
16. ____ I expect others to do their best.
17. ____ I feel that I have strengths or abilities that I have yet to use.
18. ____ I find it hard to give another person a compliment.
19. ____ I have a positive attitude toward myself.
20. ____ Other people find me easy to talk to and often tell me about their problems.
21. ____ Ridicule or sarcasm make me work harder.
22. ____ When I am in charge of a project I find that the people working for me work harder when I praise their work.
23. ____ I find it difficult to become involved with other people.
24. ____ I seek others opinions, whether or not they agree with mine, and try to get them actively involved in projects.
25. My mind wanders when I should be listening.

26. People turn to me for decisions.

27. Compliments are nice, but when I excel at my job I want something more – e.g., a raise, public recognition.

28. I feel that disciplinary action can be useful and necessary.

29. I have high expectations about what I can accomplish.

30. I encourage others to set goals for themselves and their lives.

31. I feel that my goals are realistic.

32. I try to help others set goals that are realistic but stretching.

33. I would like to improve or build my existing strengths.

34. I get along well with other people.

35. I can accept and use constructive criticism.

36. I tend to criticize (gossip about) people in private and compliment them in public.

37. Criticism, of any type, makes me feel like giving up.

38. I find it easy to express my friendship and affection for others.

39. I am afraid to become involved in controversial causes.

40. I feel that other people shy away from becoming involved with me personally.

41. I have to ask for directions or instructions more than once.

42. I believe in setting a good example for those around me.

43. If I fail to accomplish a task I feel that my employer has the right to take disciplinary action.

44. I believe people should know what the disciplinary policy entails.

45. I set goals for myself subject to periodic re-evaluation.

46. I encourage others to try new things.

47. I feel that my goals give me an opportunity to stretch and grow.

48. I find that because I expect that best from others, they deliver.

49. I have felt that my faults or weaknesses outweighed my strengths.

50. I try to avoid close relationships with others.

51. I tend to brood about mistakes I have made.

52. I find it easy to treat others with courtesy and respect.

53. I want other people to know when I am doing a good job, and I want them to say so!
54. __ I find that other people often come to me for encouragement in a difficult task.
55. __ I find it so easy to become involved in what I am doing that I often lose track of time.
56. __ In order for a project to be done right, I feel that I must either do it myself or constantly ride herd on those under me.
57. __ I tend to tune out of discussions that I feel will be boring.
58. __ My friends and associates seem to respect my opinions and follow my lead.
59. __ If I am punished, I have a right to know why and what I should do in the future.
60. __ I believe that incentives help people accomplish more.
61. __ I set time aside to think about myself and where I am going.
62. __ When I have people working for me, I let them know what I expect from them.
63. __ I expect the best from myself.
64. __ When I find myself expecting someone to fail or to do poorly, I find that usually happens.
65. __ I feel I can be successful in developing new strengths (skills or abilities).
66. __ I like to help others accomplish something they thought impossible.
67. __ Although I know that no one is perfect, I am happy being the person I am.
68. __ I am aware of and can empathize with the needs and feelings of those around me.
69. __ I feel that most people give me compliments because they are after something.
70. __ People don’t seem to believe me when I pay them a compliment.
71. __ I like to be actively involved with people and causes.
72. __ I feel that people are generally apathetic and don’t want to be involved with causes or with their work.
73. __ I listen to what people are saying but find I don’t really understand what is being said.
74. __ I believe that if I set a good example, people will be encouraged to follow.
75. __ I feel that incentives make it easier to accomplish a task.
76. __ I feel that basing compensation on results is a good way to motivate and reward people.
77. __ I feel that I am an adventurous person and I like to try new things.
78. __ I enjoy discovering new things about people I know.
79. __ Because I expect to do my best, I find I achieve what I want.
80. __ I let others know that I have high expectations about them and what they can accomplish.
Scoring

Directions: There will be 16 scores recorded in the chart below. Compare your answers to those in the key below. If your response matches one of the numbers in the key, place a check mark in front of that item. Then count the number of check marks in each section and enter that number in the appropriate box on the chart.

<table>
<thead>
<tr>
<th>STRENGTHS</th>
<th>IDENTIFICATION</th>
<th>CARING</th>
<th>POSITIVE</th>
<th>REINFORCEMENT</th>
<th>INVOLVEMENT</th>
<th>LISTENING</th>
<th>REWARDS</th>
<th>STRETCHING</th>
<th>EXPECTATIONS</th>
</tr>
</thead>
<tbody>
<tr>
<td>(You)</td>
<td>(You)</td>
<td>(You)</td>
<td>(You)</td>
<td>(You)</td>
<td>(You)</td>
<td>(You)</td>
<td>(You)</td>
<td>(You)</td>
<td>(You)</td>
</tr>
<tr>
<td>1. 4, 5</td>
<td>3. 3, 4</td>
<td>5. 4, 5</td>
<td>7. 3, 4, 5</td>
<td>9. 4, 5</td>
<td>11. 4, 5</td>
<td>13. 4, 5</td>
<td>15. 4, 5</td>
<td></td>
<td></td>
</tr>
<tr>
<td>17. 4, 5</td>
<td>19. 4, 5</td>
<td>21. 1, 2</td>
<td>23. 1, 2</td>
<td>25. 1, 2</td>
<td>27. 2, 3, 4</td>
<td>29. 4, 5</td>
<td>31. 4, 5</td>
<td></td>
<td></td>
</tr>
<tr>
<td>33. 5</td>
<td>35. 4, 5</td>
<td>37. 2, 3, 4</td>
<td>39. 1, 2, 3</td>
<td>41. 1, 2</td>
<td>43. 3, 4, 5</td>
<td>45. 4, 5</td>
<td>47. 4, 5</td>
<td></td>
<td></td>
</tr>
<tr>
<td>49. 1, 2</td>
<td>51. 1, 2, 3</td>
<td>53. 3, 4, 5</td>
<td>55. 3, 4</td>
<td>57. 1, 2, 3</td>
<td>59. 5</td>
<td>61. 3, 4, 5</td>
<td>63. 4, 5</td>
<td></td>
<td></td>
</tr>
<tr>
<td>65. 4, 5</td>
<td>67. 4, 5</td>
<td>69. 1, 2</td>
<td>71. 3, 4, 5</td>
<td>73. 1, 2</td>
<td>75. 4, 5</td>
<td>77. 3, 4, 5</td>
<td>79. 4, 5</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

(You) (You) (You) (You) LEADERSHIP (Others) (Others) (Others) (Others)
2. 4, 5 4. 4, 5 6. 4, 5 8. 4, 5 10. 3, 4, 5 12. 5 14. 3, 4, 5 16. 4, 5
18. 1, 2 20. 4, 5 22. 3, 4, 5 24. 4, 5 26. 3, 4, 5 28. 3, 4, 5 30. 4, 5 32. 3, 4, 5
34. 4 36. 1, 2 38. 4, 5 40. 1, 2 42. 5 44. 5 46. 4, 5 48. 3, 4, 5
50. 1, 2 52. 4, 5 54. 3, 4, 5 56. 1, 2 58. 4, 5 60. 4, 5 62. 4, 5 64. 3, 4, 5
66. 3, 4, 5 68. 4, 5 70. 1, 2 72. 1, 2 74. 4, 5 76. 4, 5 78. 4, 5 80. 4, 5

When you have entered all your scores in the appropriate boxes, total your scores down and across. The scores across the bottom will show you how you are doing in each element essential to successful motivation. The two scores at the side indicate how you are doing with self-motivation and motivation of others. You will have a total motivational score by adding across and down.

What do the scores mean?

Individual Boxes
- 4-5 – Good
- 2-3 – Needs work
- 0-1 – Definite improvement is needed

Bottom Scores
- 8-10 – Good in this area
- 5-7 – Needs work
- 0-4 – Definite improvement is needed

Scores Across
- 70-80 – Good
- 60-69 – Could be better
- 50-59 – Needs work
- 40-49 – Needs more work
- 39 or below – Definite improvement is needed

* Double these scores for your total