



Employee Assessment

Motivation is the willingness to exert effort, through performance, to achieve a desired goal that will satisfy some need or drive. It is the internal force through which a person's interests and efforts are energized, directed, and sustained.

Motivation is not a fixed personality trait. It refers to a dynamic internal state that arises from the mix of personality, values, perception, and other factors within the individual and their interactions with the environment.

As a manager and leader in the organization, your ability to assess your employees' motivators is crucial for creating a culture of trust and high performance.

Use the following form to answer questions for an employee you manage.

1 What factors would you say need to be present as a "given" in an organization before this employee would consider working there?

2 What kind of work does the employee find rewarding? Does the employee do enough of this type of work? If the employee would like to do more of this kind of work, can they? How?

3 What are some types of rewards the employee wants as a result of good performance? How might these be more present in your workplace?



- 4 Does the employee feel that rewards in your workplace are equitable? If not, can you, as the manager, do more to make it so?

- 5 Are there other types of needs that the employee wants satisfied in their work? Are these needs satisfied at present, and if not, how might these needs be better met?

- 6 Do you give the employee frequent feedback and adequate recognition and appreciation? If not, can you do so, and how will you go about it?

- 7 Are there demotivating issues for this employee? If so, what are they, and why might they be demotivating?

**Explore additional AMA resources to help you enhance motivation among your team.
Contact us today to learn how we can help you achieve your goals.**

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