



Motivational Analysis

Adapted with permission from *The Volunteer Development Toolbox: Tools and Techniques To Enhance Volunteer and Staff Effectiveness* by Gail Moore and Marilyn MacKenzie

Each of the following sets of statements offers three choices. Check the one that most closely fits your own motivations. Remember, there are no wrong answers.

1.
 - a. When doing a job, I seek feedback.
 - b. I prefer to work alone and am eager to be my own boss.
 - c. I feel less comfortable 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/debate.
 - c. After starting a task, I am not comfortable until it is completed.

3.
 - a. Status symbols are important to me.
 - b. I am always getting involved in 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 try to develop a personal relationship with my teammates.

6.
 - a. I am uncomfortable when forced to work alone.
 - b. I prefer being my own boss, even when others feel a joint effort is required.
 - c. When given responsibility, I set measurable standards of high performance.

7.
 - a. I am very concerned about my reputation or position.
 - b. I have a desire to outperform others.
 - c. I am concerned with being liked and accepted.

8.
 - a. I enjoy and seek warm, friendly relationships.
 - b. I attempt complete involvement on a project.
 - c. I want my ideas to predominate.

9.
 - a. I desire unique accomplishments.
 - b. I like to work with others.
 - c. I have a need and desire to influence others.

10. a. I think about consoling and helping others.
 b. I am verbally fluent.
 c. I am restless and innovative.
11. a. I set goals and think about how to attain them.
 b. I think about ways to challenge people.
 c. I think a lot about my feelings and the feelings of others.

Key: Check your answers. The style with the most answers is your primary style.

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