

MOTIVATIONS

In each item below, please rank the statements which best describe your current expectations regarding your paid or volunteer work. Assign 3 points to the statement most like you; 1 point to that least like you; and 2 points to the other item.

- My major goal is: ___ A. Quality performance and excellence
 ___ B. Enjoying being with other people and experiencing friendships.
 ___ C. Having influence on decisions and programs.
- I tend to be: ___ A. Competitive and/or innovative.
 ___ B. Friendly and concerned with acceptance from others.
 ___ C. Interested in wanting my ideas and values to prevail.
- I like jobs which: ___ A. Challenge my abilities.
 ___ B. Allow for interaction with others.
 ___ C. Allow for some personal control of the working situation.
- I like tasks which: ___ A. Provide opportunities to learn new skills or gain new information.
 ___ B. Require people to cooperate to complete the project.
 ___ C. Allow me to provide leadership and direction to others.
- I prefer to: ___ A. Have clear feedback about my performance.
 ___ B. Have stable relationships with co-workers.
 ___ C. Have tasks which are visible and to have tangible recognition for the work.
- I tend to think about: ___ A. How I can improve my performance.
 ___ B. How I can help other people.
 ___ C. How I can bring about needed change.
- I often wonder: ___ A. How I can do what is necessary to reach the goal.
 ___ B. Whether I am liked by others with whom I work.
 ___ C. How I can convince others.

Total for "A" = ___

Total for "B" = ___

Total for "C" = ___

(This exercise developed by Jean Trumbauer and adapted from the work of David C. McClelland and John A. Atkinson as described in Marlene Wilson's book THE EFFECTIVE MANAGEMENT OF VOLUNTEER PROGRAMS, 1976.)