

# Motivational Analysis

Each of the following groups of statements has three choices. Choose the one in each set which most closely fits your own motivations. Remember, there are no wrong answers. Place an "X" before the letter of your choice.

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 seem to be 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 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 mad.
  
5.    \_\_\_\_\_ a.    I am eager to be my own boss.  
      \_\_\_\_\_ b.    I accept responsibility eagerly.  
      \_\_\_\_\_ c.    I try to get personally involved with my superiors.
  
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 out-perform others.  
      \_\_\_\_\_ c.    I am concerned with being liked and accepted.
  
8.    \_\_\_\_\_ a.    I enjoy and seek warm, friendly relationships.  
      \_\_\_\_\_ b.    I attempt complete involvement in a project.  
      \_\_\_\_\_ c.    I want my ideas to predominate.
  
9.    \_\_\_\_\_ a.    I desire unique accomplishments  
      \_\_\_\_\_ b.    It concerns me when I am being separated from 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 change people.  
      \_\_\_\_\_ c.    I think a lot about my feelings and the feelings of others.

Source Unknown

H-3(a)



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# Motivational Analysis Key

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



# Three Types of Motivation

## Based on Motivation Theory by John Atkinson & David McClelland

Qualities of People with <b>Achievement</b> As a Prime Motivator	Qualities of People with <b>Affiliation</b> As a Prime Motivator	Qualities of People with <b>Power/Influence</b> As a Prime Motivator
<b>Think About:</b> <ul style="list-style-type: none"> <li>Goals and how to achieve them</li> <li>Problems and how to solve them</li> <li>Strong performance and success</li> </ul>	<b>Think About:</b> <ul style="list-style-type: none"> <li>Interpersonal relationships</li> <li>Feelings (theirs and others)</li> <li>How they can help</li> </ul>	<b>Think About:</b> <ul style="list-style-type: none"> <li>Impact, influence on behalf of others (Social power)</li> <li>What's in it for me? Keeping the power I have (Personal power)</li> <li>Leadership, prestige, and job status (both kinds of power)</li> </ul>
<b>Strengths:</b> <ul style="list-style-type: none"> <li>Well organized</li> <li>Innovative</li> <li>Good planner and problem-solver</li> <li>Strong initiative</li> </ul>	<b>Strengths:</b> <ul style="list-style-type: none"> <li>Good barometers of "climate"</li> <li>Team players</li> <li>Sensitivity</li> <li>Good listeners</li> </ul>	<b>Strengths:</b> <ul style="list-style-type: none"> <li>Door openers</li> <li>Strategic thinkers</li> <li>Fundraising from individuals</li> <li>Teachers, trainers</li> <li>Work through hierarchy</li> </ul>
<b>Struggles and Weaknesses:</b> <ul style="list-style-type: none"> <li>Delegation to others</li> <li>Process (they can be impatient)</li> <li>Valuing relationships and team</li> <li>Perfectionism</li> <li>Sensitivity</li> <li>Risk taking (only calculated)</li> </ul>	<b>Struggles and Weaknesses:</b> <ul style="list-style-type: none"> <li>Over sensitive</li> <li>Unaware of time</li> <li>Dealing with conflict</li> <li>Needing much affirmation</li> <li>Being alone or with strangers</li> </ul>	<b>Struggles and Weaknesses:</b> <ul style="list-style-type: none"> <li>Dominating – possibly intimidating to affiliators</li> <li>Argumentative</li> <li>Outspoken</li> <li>Intimidating (especially to affiliators)</li> </ul>
<b>Needs:</b> <ul style="list-style-type: none"> <li>Feedback (they don't like to fail)</li> <li>Challenge and opportunity to grow</li> <li>High standards, unique accomplishments</li> <li>Deadlines</li> <li>Responsibility</li> <li>Checklists-and crossing them off!</li> </ul>	<b>Needs:</b> <ul style="list-style-type: none"> <li>To help and be needed</li> <li>To be with friendly people</li> <li>To feel included, liked</li> <li>To be supervised by a "Leader-friend"</li> <li>Personal recognition</li> <li>Opportunities to express feelings</li> </ul>	<b>Needs:</b> <ul style="list-style-type: none"> <li>Position of leadership and influence</li> <li>Public recognition</li> <li>Prestige and job status</li> </ul>
<b>Best Types of Jobs:</b> <ul style="list-style-type: none"> <li>Fundraising</li> <li>Training</li> <li>Data gathering</li> <li>Board of Directors</li> <li>Administration</li> <li>Financial</li> <li>Professional tasks</li> </ul>	<b>Best Type of Jobs:</b> <ul style="list-style-type: none"> <li>Direct client services</li> <li>Group or family activities</li> <li>Planning/giving recognition</li> <li>Public relations</li> <li>Leading support groups</li> </ul>	<b>Best Type of Jobs:</b> <ul style="list-style-type: none"> <li>Advocacy</li> <li>Policy making</li> <li>Fundraising</li> <li>Political action</li> <li>Speaker, trainer</li> <li>Media representative</li> <li>Board chair or Chair of powerful task force committee</li> </ul>
<b>Has:</b> <ul style="list-style-type: none"> <li>A big daytimer</li> </ul>	<b>Has:</b> <ul style="list-style-type: none"> <li>The biggest address book</li> </ul>	<b>Has:</b> <ul style="list-style-type: none"> <li>Most impressive plaque wall</li> </ul>

