

CSE RELATED RESOURCE – “MOTIVATE YOUR TEAM”

Motivational Factors Inventory - Have each employee complete this inventory and have all owners/principals complete as well. *It can be completed anonymously.* How do your answers compare with those of your employees? The answers may provide indicators of areas in which you and your agency operation can be improved.

| Score | Rate the importance of each factor on a scale from one to 20 (one being most important.) |
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| | Excellent benefits package. |
| | Recognition of accomplishments. |
| | Better than average compensation. |
| | Plush office amenities. |
| | Thinking that my job is important, and contributes to the success of the company. |
| | Job security - little chance of losing my job. |
| | Knowing what's expected of me, where I stand, and what I need to do. |
| | Good working conditions. |
| | Responsibility with authority. |
| | Awareness of what's going on in the agency. |
| | Inherent satisfaction, a feeling of achievement. |
| | Good morale, a team feeling. |
| | Freedom and room to grow. |
| | Published agency policies that are fair. |
| | Opportunities to experiment and take risks. |
| | Flexible working hours. |
| | High goals that require me to stretch. |
| | Knowing that my skills and abilities are challenged |
| | Promotion and compensation based on performance. |
| | Power and prestige. |
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