

Step 2: What motivates you at work

Studies of successful individuals have found that there tends to be a few motivators that consistently guide their career and job choices, and make working an enjoyable and ultimately successful experience for them.

Read through the list given below of ten work motivators and rank all ten in order of importance to you, with 1 as your most important motivator and 10 as your least important motivator. If you are having difficulty deciding, it is often helpful to start with the most and least important motivators, then identify your second most and least important motivators, and so on.

What motivates you?	Description	Your rank
Challenge	You like to engage in demanding and complex tasks, and to have challenge, variety, novelty and obstacles to overcome in your job	
Competence	You like to make full use of your knowledge, skills & abilities, and to be an authority in your area of expertise	
Independence	You like to be as free as possible from restrictions and rules while doing your job, to organise your own work and be accountable for your actions	
Interest	You like to do work that is interesting to you, and which gives you the opportunity to learn and improve your skills	
Lifestyle integration	You like to take into account all aspects of your life when choosing your ideal role	
Money	Pay and other material rewards are important to you, and you want to do a job that will allow you to earn a lot of money	
Recognition	You like to get positive feedback and public credit for work well done, and to be respected for your abilities	
Relationships	You like to get on well with colleagues and to work in a supportive, sociable environment	
Security	You want to have a reasonable guarantee of a stable future, with continued employment and a regular income	
Variety	You like variety rather than repetition in your daily routine, and a job that develops over time	