

## Tool for Motivation: Motivational Environment Assessment

Please read each statement below and circle the number that best represents your answer on a scale of 1-4 with 4 being the best.

Question				
1- Employees feel good about the work area because it is clean and comfortable	1	2	3	4
2- Each employee has a work area that is appropriate and suited for their work	1	2	3	4
3- The work environment is clean, well lit and well maintained	1	2	3	4
4- Employees know the purpose of their work	1	2	3	4
5- Employees know and understand the purpose of our companies work	1	2	3	4
6- Employees are excited about coming to work everyday	1	2	3	4
7- Employees are excited about their work	1	2	3	4
8- We occasionally have fun activities as a group	1	2	3	4
9- Employees would describe our workplace as "fun".	1	2	3	4
10- We are committed to employee development	1	2	3	4
11- The majority of employees are getting individual development	1	2	3	4
12- I know every employee	1	2	3	4
13- I know every employees short and long term professional goals	1	2	3	4
14- Employees are rewarded with financial incentives	1	2	3	4
15- Employees receive formal and informal types of recognition	1	2	3	4
16- Team meeting are held regularly for communication with the team	1	2	3	4
17- Individual meetings occur regularly with each employee	1	2	3	4
18- When needed, communication is quick and efficient	1	2	3	4
19- Communication is both formal and informal	1	2	3	4
20- We are very careful about who we hire	1	2	3	4
21- Our hiring has a good track record of success	1	2	3	4
22- When we have employees that have attitude problems we settle it quickly	1	2	3	4
23- Employees would say that morale is high	1	2	3	4
24- On a daily basis I emulate the qualities I expect employees to exhibit	1	2	3	4
25- I am aware of my behavior at all times	1	2	3	4
Grand total of all numbers ( add up number from each question )				

### Interpreting the results:

Once the assessment is complete- total the number from each column. The total score will then be a number between 1- 100. The perfect score would be 100. Here is an analysis of the scoring:

- 100-90-** Excellent score and it means the motivational environment is solid.
- 90-80-** Good score and there is some work to be done.
- 80-70-** OK score and time to get to work on making it better.
- Below 70-** This program will help get the efforts started that are needed.