

MOTIVATIONAL ANALYSIS QUIZ

(Based on Motivation Theory by John Atkinson and David McClelland)

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.

MOTIVATIONAL ANALYSIS KEY

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

of Achievement _____

of Influence _____

of Affiliation _____

“Achiever” Characteristics

Interests:

- Goals and how to achieve them
- Problems and how to solve them
- Strong performance and success

Strengths:

Well organized	Innovative
Takes initiative	Planning & problem-solving

Struggles and Weaknesses:

- Delegation to others
- Process (they can be impatient)
- Valuing relationships and team
- Perfectionism
- Sensitivity
- Risk-Taking (only calculated)

Needs:

- Feedback (they don't like to fail)
- Challenge and opportunity to grow
- High standards, unique accomplishments
- Deadlines
- Responsibility
- Checklists (and crossing them off!)

Best Types of Jobs:

Fundraising	Board of directors
Training	Administration
Data gathering	Finance

Has: An elaborate iPad

“Influencer” Characteristics

Interests:

- Impact, influence on behalf of others (Social Power)
- What's in it for me? Keeping the power I have (Personal Power)
- Leadership, prestige, and job status (both kinds of power)

Strengths:

- Door openers
- Strategic thinkers
- Fundraising from individuals
- Teachers, trainers
- Work through hierarchy

Struggles and Weaknesses:

- Dominating
- Argumentative
- Outspoken
- Intimidating (especially to Affiliators)

Needs:

- Position of leadership and influence
- Public recognition
- Prestige and job status

Best Types of Jobs:

- Advocacy
- Policy making
- Fundraising
- Political Action
- Speaker, trainer

- Media Representative
- Board Chair or Chair of powerful task force or committee

Has: Impressive recognition plaque wall

“Affiliator” Characteristics

Interests:

- Interpersonal relationships
- Feelings (theirs and others)
- How they can help

Strengths:

Good listener	Good barometers of "climate"
Sensitivity	Team players

Struggles and Weaknesses:

- Over-sensitive
- Unaware of time
- Dealing with conflict
- Needing much affirmation
- Being alone or with strangers

Needs:

- To help and be needed
- To be with friendly people
- To feel included, liked
- To be supervised by a "leader-friend"
- Personal recognition
- Opportunities to express feelings

Best Type of Jobs:

Direct client services	Public relations
Group or family activities	Leading support groups
Planning / giving recognition	

Has: Biggest address file