

## What Makes you Tick? (What Motivates?)

*If you want to better understand what motivates yourself and others, these questions can help. You may want to choose a few of these at a time with members of your team or your colleagues. Do not treat these as a checklist. Instead, allow plenty of time to really explore and get to know each other. Relax and learn.*

1. In your job today, what do you do really well? Like to do the most? Where do you need development? What can you do well but really hate to do?
2. Which 2-3 people who have made a lasting and significant impression on you?
3. Identify 1-2 experiences that have significantly impacted your life and career today.
4. What are some of your more important values and beliefs that guide you in your life today? Can you give a few examples of how you demonstrate those values and beliefs?
5. What are a few vitally important things that I should know about you as your colleague?
6. Describe how you build trust with others.../ demonstrate your trust in others...
7. What are your career aspirations?
8. When you are stressed, what does it look like to others around you? How can others be of support to you during this time?
9. Workwise, what do you really get excited about doing?
10. Describe a highpoint in your work life when you were at your best...What were you doing? What was happening around you? Who was involved? How did others support you? What difference did it make?
11. As your colleague, what one thing could I do for you to help you be successful?