

Factors that Tend to Motivate Me

Please indicate the 5-10 items from the list below that you believe are MOST important in motivating you to do your BEST work for your organization. Identify each as a **Hygiene Factor (H)** or a **Motivator Factor (M)**.

1. Steady, secure employment
2. Respect for me as an individual
3. Knowing I will be held responsible for my performance
4. Involvement in the planning of key programs
5. Good working relationship with my Board
6. Good physical work environment
7. Love going to work each day
8. Getting along well with others involved in the organization
9. Chance for advancement
10. Opportunity to do creative and challenging work
11. Developing new skills to enhance my leadership
12. Belief in the mission of the organization
13. Being able to weigh in on decisions that impact me
14. Having work-life balance
15. Having clear understanding of what is expected of me
16. Being commended when I do a good job
17. Having regular feedback on my performance so I know where I stand and can improve
18. Having engaging board meetings
19. Large amount of autonomy to perform my responsibilities (not being micro-managed by the board)
20. Having a supportive and talented staff
21. Opportunities for professional development so I can continue to grow in my leadership
22. Having a competent Board
23. Understanding the consequences of both positive and negative performance
24. The Board's willingness to let me spend time working on personal goals that could contribute to the organization's mission
25. Being part of an organization that is respected
26. Opportunities to network with current and potential donors and share my story