

The Motivation at Work Scale was developed by Gagne et al. in 2010 as a quick way to measure the various aspects of motivation in the workplace. You can find the full academic paper on the scale's development [here](#). Below are my recommendations for how to use this scale with people you lead and a slightly modified version of the scale that can be used in the context of specific tasks or a person's overall job. This version of the scale should not be used for research; use the full version from the paper.

The instructions and scale are on Page 2, so you can easily separate that content from this introductory text when sharing it.

Recommendations for using this scale:

When trying to understand what motivates someone you are working with, I always recommend starting with a conversation. Ask them about their goals, what they do and don't like about the job or task they are on, and how they see that job or task helping to further their goals. Listen, intently, to how they respond. If they talk most about passion for the work, the energy they get from it, how much they just enjoy doing it then there is strong intrinsic motivation for them in the work. If they talk most about how they see this job or task helping them to build their future, gain new skills that will help them later, build their network, or perhaps they were told they had to, then there is a strong extrinsic motivation for them in the work. Most likely, you'll hear some of both and this will give you clues to how you may be able to motivate this person.

But it's possible the person you're working with hasn't thought about it that much. If they are open to spending a few minutes investigating their own motives, the below questionnaire can help them gain insight. ***This should be optional and private.*** Let them respond to the questions and then talk with them again about what they learned.

Instructions:

Using the scale below (where 1 is “not at all” and 7 is “exactly”), please indicate for each of the following statements to what degree they presently correspond to one of the reasons you are doing this specific job or task:

Because I enjoy this work very much	1	2	3	4	5	6	7
Because I have fun doing this work	1	2	3	4	5	6	7
For the moments of pleasure that this work brings me	1	2	3	4	5	6	7
I chose this work because it allows me to reach my life goals	1	2	3	4	5	6	7
Because this work fulfills my career plans	1	2	3	4	5	6	7
Because this work fits my personal values	1	2	3	4	5	6	7
Because I have to be the best in my work, I have to be a “winner”	1	2	3	4	5	6	7
Because my work is my life and I don’t want to fail	1	2	3	4	5	6	7
Because my reputation depends on it	1	2	3	4	5	6	7
Because this work affords me a certain standard of living	1	2	3	4	5	6	7
Because it allows me to make a lot of money	1	2	3	4	5	6	7
I do this work for the paycheck	1	2	3	4	5	6	7