

## What's Your Motivation?

Thanks for considering a volunteer job with our organization! To help place you in the perfect volunteer position, we'd like to know a little more about what motivates you the most.

*Read each item below. Then, choose the top seven (7) items that most intrigue you, interest you, or resonate with you and rank the items from 1-7 (1 = highest level of interest).*

- \_\_\_\_\_ I have all the T-shirts from every food bank, golf tournament, and 5K race I ever volunteered for.
- \_\_\_\_\_ I was that kid who got all A's in school.
- \_\_\_\_\_ I really believe in the cause of this organization.
- \_\_\_\_\_ I am a natural leader and prefer to be in charge of the activity.
- \_\_\_\_\_ I started at the bottom but worked my way up through the ranks.
- \_\_\_\_\_ We're all in this together!
- \_\_\_\_\_ I love learning new things and building new skills.
- \_\_\_\_\_ I prefer to be in the background, helping with my group behind the scenes.
- \_\_\_\_\_ It would be nice to receive praise from the CEO for my volunteer work.
- \_\_\_\_\_ I work best when there is a clear plan with measurable benchmarks.
- \_\_\_\_\_ I love to be on stage in the spotlight, at the center of attention.
- \_\_\_\_\_ The people at my volunteer site are like extended family.
- \_\_\_\_\_ I always go to my weekly meeting and have the "perfect attendance" certificates all lined up to prove it.
- \_\_\_\_\_ I have a framed thank-you letter from a child I mentored a couple years ago.
- \_\_\_\_\_ I was voted Most Likely to Succeed, Best Smile, or similar.
- \_\_\_\_\_ I would love to be the "Task Force Leader" for that committee.
- \_\_\_\_\_ One of the main reasons I volunteer is to meet new people.

## SCORING THE QUIZ

Ignoring the ranking for now, simply COUNT the number of items in each motivator category and record that number (total items = 17):

\_\_\_\_\_ # items → Achievement      \_\_\_\_\_ # items → Affiliation      \_\_\_\_\_ # items → Power

*The motivator category with the highest number of items is likely the volunteer's first preference.*

*Break a tie between two categories by looking at motivators associated with items ranked in positions #1, #2, and #3.*

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I have all the T-shirts from every food bank, golf tournament, and 5K race I ever volunteered for.

(AFFILIATION)

I was that kid who got all A's in school. (ACHIEVEMENT)

I really believe in the cause of this organization. (POWER)

I am a natural leader and prefer to be in charge of the activity. (POWER)

I started at the bottom but worked my way up through the ranks. (ACHIEVEMENT)

We're all in this together! (AFFILIATION)

I love learning new things and building new skills. (ACHIEVEMENT)

I prefer to be in the background, helping with my group behind the scenes. (AFFILIATION)

It would be nice to receive praise from the CEO for my volunteer work. (POWER)

I work best when there is a clear plan with measurable benchmarks. (ACHIEVEMENT)

I love to be on stage in the spotlight, at the center of attention. (POWER)

The people at my volunteer site are like extended family. (AFFILIATION)

I always go to my weekly meeting and have the "perfect attendance" certificates all lined up to prove it. (ACHIEVEMENT)

I have a framed thank-you letter from a child I mentored a couple years ago. (AFFILIATION)

I was voted Most Likely to Succeed, Best Smile, or similar. (ACHIEVEMENT)

I would love to be the "Task Force Leader" for that committee. (POWER)

One of the main reasons I volunteer is to meet new people. (AFFILIATION)