

IDENTIFY YOUR CAREER MOTIVATORS WORKSHEET

Use this worksheet to brainstorm your career motivators, come up with related career ideas, reflect on your career de-motivators and tease out your key career motivators.

Step 1: Identify your career ideas

Answer the following questions—there are no right or wrong answers (if you can't answer a question, leave it blank).

Contribution motivators
What interests and activities energize you?
What skills do you really enjoy using?
What activities engage you so completely that you lose track of time?
What subject or knowledge areas are you drawn to?
What are the first two or three sections that you head for in a bookstore?
What causes are you passionate about?

When you think about work, what is the “spark” for you?

If you were independently wealthy, had already fulfilled your travel and leisure dreams and had the total support of your family and friends, what would you choose to do with your time?

What would you do if you knew (and were 100% guaranteed) that you would not fail?

Work environment motivators

How do you see yourself working with others (as a leader, support person, subject matter expert, etc.)?

When you think of yourself working successfully on a team, what are your team members like and how are you working together?

When you think of the physical environment that makes you feel engaged and energized, what does it look like (office, lab, outdoors, at home, always changing, etc.)?

When you think about the type of organization that you want to be part of, what comes to mind (size, public, private, not-for-profit, etc.)?

Lifestyle motivators
What kind of income do you want (amount, steady income, freelance, benefits, etc.)?
How much time per week are you willing to devote to your work?
Where (geographically) do you see yourself building your career?
Is there anything else you need from your work to support the life you want to build?

Step 2: Career ideas

In the left-hand column, write down any occupations or educational programs that interest you. In the right-hand column, write down what appeals to you about each idea.

Career ideas	What appeals to you about this idea?

Step 3: Name your career de-motivators

Reflect on your past work and educational experiences and write a list of “de-motivators” that describe what you don’t want in your career. Review your list and think about what you want instead.

Career de-motivators (what you don't want)	What you want instead

Step 4: Synthesize your career motivators

Review your answers in Step 1 and the information in the right hand columns of Step 2 and Step 3. Look for patterns and themes, and synthesize these themes into a set of five to seven statements that summarize your key career motivators. Make sure that at least two or three of your statements describe your contribution motivators. Include enough detail to be meaningful and don't worry if some of your motivators seem to conflict with one another, or if they're not realistic right now—it's all part of the journey.

Remember:

Don't include names of specific occupations; instead, describe what draws you to that occupation. Focus on what you want and don't let de-motivators creep into your list.

Your key career motivators