

ATTACHMENT # 1
Job Motivators and Maintenance Factors
and
Acquired Needs Self-Assessment

Goals:

To assess individual preference on Herzberg's Two-Factor Model of motivation and McClelland's Acquired Needs model.

Process:

1. Make copies of the instrument, with the questions on one side and the score sheet on the back. Each questionnaire is given at specific points in the module (slide 21 – Herzberg and slide 27 – McClelland)
2. Provide individual copies of the instrument/score sheet to each participant.
3. Instruct them to respond with their first feeling. They should not over-think their responses.
4. Once they have answered 1-12, have them fill in their responses on the back side in the scoring columns.
5. After, refer to the questions on slide 22 and 28.

ATTACHMENT # 3
Acquired Needs Self-Assessment

There are no right and wrong answers, so be honest and you will really increase your self-awareness.

Using the scale below, rate each of the 15 statements according to how accurately it describes you. Place a number from 1 to 7 on the line before each statement.

| Like Me 7 | 6 | 5 | Somewhat Like Me 4 | 3 | 2 | Not Like Me 1 |
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Scoring

For each factor, write the number from 1 to 7 that represents your answer. Total each column (should be between 5 to 35).

Need for Power

- 1. _____
- 4. _____
- 7. _____
- 10. _____
- 13. _____

Total: _____

Need for Affiliation

- 2. _____
- 5. _____
- 8. _____
- 11. _____
- 14. _____

Total: _____

Need for Achievement

- 3. _____
- 6. _____
- 9. _____
- 12. _____
- 15. _____

Total: _____