

Module 12

Motivation Profile Worksheet

# Answers: Below are the suggested answers to address each situation using Maslow’s Hierarchy of Needs for Motivating Employees.

|  |  |  |
| --- | --- | --- |
| **Employee Description** | **Selection** | **Rewards** |
| 1. The employee has complained about feeling isolated and needing more interaction with others on the job.
 | B | 3,4 |
| 1. A good employee who is helpful to others sends you emails documenting her accomplishments.
 | C | 1,7 |
| 1. The employee constantly seeks new assignments and dedicates himself to solving problems and mastering challenges.
 | D | 2,5, 6, 10 |
| 1. Although the employee’s job is not in serious danger, he is becoming nervous and withdrawn as the Bank has done through a series of downsizings.
 | A | 5,9 |
| 1. A high performing employee who likes being in charge of projects is frustrated because the Bank is not able to promote people into higher management positions at this time.
 | E | 2,8 |
| 1. The employee is frustrated because the situation does not allow for a systemized and planned approach on a project and people are frequently late to meetings. This is a high performing employee who is known for considering all possible angles and being able to put a framework in place which adheres to company standards and policies.
 | E | 2, 11 |

Needs:

1. Maslow - Security
2. Maslow - Socializing
3. Maslow - Esteem
4. Maslow - Achievement
5. Maslow - Power

Part II: Next review the list of rewards below. These are considered non-monetary rewards. Go back to the employee descriptions list above and select at least two rewards that are appropriate for motivating and fulfilling the needs of the employees.

**Rewards**

1. A letter or note of praise send to the employee and a copy given to that employee’s boss or Human Resources.
2. The opportunity to choose and manage a project.
3. A team or department party.
4. An opportunity to work on a project team.
5. An opportunity to learn new skills that are in great demand at the Bank.
6. An opportunity to help develop an important new system in the department.
7. Sharing testimonials from peers attesting to their high regard for the employee.
8. A team leadership assignment.
9. Assurances that the employee’s job is not in danger of being eliminated.
10. An assignment to develop and implement a new program or process that has never been used before in the department or Bank but is considered a best practice.
11. Private recognition for a job well done.

Maslow’s Hierarchy of Needs Model

