

Careers, Employability and Student Enterprise

Your Career Motivators

This following exercise is taken from Vitae’s ‘The Career-wise Researcher’ booklet. The full booklet is available at <https://www.vitae.ac.uk/booklets>

Below is a list of some of the factors that motivate people at work. Work your way down the list, marking each factor on a scale of 1-5 (1= not at all important, 5 = very important). Complete this quickly and trust your initial instincts. There are blank rows for you to add other motivators if you wish.

Motivator	Importance for your career satisfaction
Control over my work	1 2 3 4 5
Good income	1 2 3 4 5
Job security	1 2 3 4 5
Flexibility of working arrangements	1 2 3 4 5
Managing other people	1 2 3 4 5
Professional recognition	1 2 3 4 5
Opportunity for promotion	1 2 3 4 5
High level of responsibility	1 2 3 4 5
Pursuing excellence	1 2 3 4 5
Helping others or benefiting the wider community	1 2 3 4 5
Managing major projects	1 2 3 4 5
Opportunity to develop skills	1 2 3 4 5
Status within an organisation	1 2 3 4 5
Status outside an organisation	1 2 3 4 5
Challenging work using my abilities and skills fully	1 2 3 4 5
Specific geographic location	1 2 3 4 5
Working in a team	1 2 3 4 5
Using technical expertise	1 2 3 4 5
Opportunity to be creative	1 2 3 4 5
Variety	1 2 3 4 5
Working alone	1 2 3 4 5
Contact with people	1 2 3 4 5
Feeling appreciated	1 2 3 4 5
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How many of your high-ranking motivators are met by your current role? Are you satisfied with that? If not, is there anything you could change?



What do you want to have in any future career to maintain your motivation?

