

What is Motivating to Your People?

Below are questions you might ask your team members to understand what is motivating to them. Use these during goal setting sessions, one-on-one sessions, performance reviews or anytime you want to learn more about your team members' priorities, preferences, and motivations.

What aspects of your work did you like most during the past year?

What do you like least?

What are your top 3 strengths and opportunities for improvement?

What is something new you would like to try?

What kind of work environment motivates you? What gives you energy?

What are you passionate about?

What talents and skills do you have that can help this team/department succeed?

How do you like to be recognized?

What do you need from me to be your best?

Notes:
