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| **MOTIVATION FACTOR** | **DESCRIPTION** |
| **Achievement** | You want the chance to put your skills, knowledge and abilities to the test. You need to feel like you’ve accomplished something, maybe even something that will stand the test of time.  When you’re driven by achievement, you look for ways to feel like you’ve done something. Whether it’s checking something off you to-do list every day or saving the environment, Achievers are motivated by the opportunity to fully engage the use of their unique skills, knowledge and abilities and create a feeling of accomplishment. |
| **Working Conditions** | You want to work somewhere amazing. It could be somewhere with excellent benefits, a high salary, job security or fantastic teammates. Whatever it is, you want to work in a place that meets your definition of good working conditions.  If working conditions are one of your top motivation factors, think about what would be your ideal work environment and the conditions under which you do your job. Once you have a good idea of what’s important to you, you’ll be able to focus on opportunities that support your needs.  Always remember that good working conditions can often require a trade-off. A large salary may come with long working hours and/or high levels of stress. Working outdoors might also mean increased noise levels and a greater exposure to certain dangers at the workplace. Keep this in mind when you’re thinking about what you want. |
| **Recognition** | You want the recognition that comes with a job well done and you value the respect, admiration and approval of the people around you. Wherever you choose to work, you’ll want opportunities that can lead you to promotions and eventually to leading others.  If recognition is something very important to you, you’ll want to find opportunities that allow you to demonstrate excellence, that can put you in the spotlight or in the driver’s seat, or that allow you to advance to higher levels of responsibility.  A meritocracy is an environment where people are recognized and advanced based on their ability, talents and contributions and there are ideal environments for individuals who are highly motivated by recognition.  Always remember that outside of notoriety (being recognized for something bad); recognition is usually attached to an exceptional contributions or performance. If you want recognition, you’ll need to be at your best. |
| **Relationships** | Whether it’s a classmate, a teammate, or a customer, you want to form friendships and connections with the people around you. You value friendly, honest, and cooperative environments where teamwork and support are the norm.  Good relationships are founded on mutual respect, trust, honesty, and common interests or goals. Partners in a good relationship are supportive of each other. If you highly value friendship or forming connections with others, you’ll want to find opportunities where collaboration and cooperation are valued, where your interests or goals coincide and where and honesty and transparency are the norm.  You might also look for opportunities that give you the opportunity to help or support others. When you’re evaluating prospective programs or occupations, keep in mind the kinds of values, interests, behaviours, etc., that are important to you and try to ensure that anything you consider will align with. |
| **Support** | You seek out the tools; education and support that will help you get a task done to your satisfaction. You need to find a place that values your contributions, supports you in every way possible and provides you with strong leaders and managers.  Support can come in many forms. Emotional and moral support can help us work through difficult times or difficult decisions. Training, education, job-shadowing and mentoring are forms of support that can give us additional experience or knowledge. Support can also come in the form of a physical resource such as computer software or hardware, state of the art equipment, a lunchroom or even a slide in the office.  When we’re at work, having the support of our manager(s) could also be something we value. If support is something you highly value, look for opportunities and environments that are known to provide the types of support that are important to you and remember that support is always something you can ask for. |
| **Independence** | You might be given a specific task and a deadline but you're happy as long as you can set your own schedule, direction and pace. You need the chance to try out your own ideas and won’t shy away from taking responsibility for your own actions.  If independence is something that motivates you, when you’re considering occupations or opportunities, there are different ways you can find autonomy. Look for situations where you’ll have at least some freedom to test out your ideas or have them implemented. You can also look for situations that give you the flexibility to set your own schedule, work at your own pace or on items as you choose to prioritize them.  One of the most difficult types of independence to find is the opportunity to make your own decisions or authorize actions that can have impact or consequence. Being self-employed, or running your own business are usually the most common way to find this type of freedom but you can find elsewhere but the trust that comes with that level of responsibility must be earned.  Remember that even if you do have independence in some form, you’ll still be accountable for your actions and will likely always work with other people in one way or another. |