What Are Your Top Incentives?

* Review the following list of work incentives.
* Put a check mark beside the incentive that you would like to receive.
* Check as many as you like, as long as they are ones that really appeal to you!

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| --- | --- |
|  | 1. Be introduced to external contacts as an expert by your manager.  |
|  | 2. Rescue a task that is causing problems for other employees.  |
|  | 3. Work on a team with people you like.  |
|  | 4. Be able to apply for an assignment that you haven’t done before.  |
|  | 5. Receive unexpected time off after completing a particularly difficult task.  |
|  | 6. See the results of your efforts.  |
|  | 7. Provide input to external consultants on how your work unit operates.  |
|  | 8. Learn a new set of skills for immediate application at work.  |
|  | 9. Receive an e-mail from your manager that has positive comments about you and has been copied throughout the organization.  |
|  | 10. Be in a position in which your decisions affect others.  |
|  | 11. Orient new employees to the organization.  |
|  | 12. Receive an assignment that makes your job more interesting.  |
|  | 13. Be given verbal recognition for your work from a senior manager at a company event.  |
|  | 14. Be asked to organize a company social event.  |
|  | 15. Know that others are depending on what you do.  |
|  | 16. Take on a task that most employees would find difficult.  |
|  | 17. Be asked to take on a mentor role for your work unit.  |
|  | 18. Have a job that you are proud to describe to your friends.  |
|  | 19. Have an article about you and what you have accomplished appear in the company newsletter or on the intranet site.  |
|  | 20. Represent the department at an inter-departmental meeting.  |
|  | 21. Work on tasks that have a direct impact on the customer.  |
|  | 22. Be given a special assignment to solve a key problem.  |
|  | 23. Receive a plaque at an official event recognizing your achievements.  |
|  | 24. Have the opportunity to try a new method in an existing process.  |

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| --- | --- | --- | --- |
| Meaning | Achievement | Recognition | Belonging |
| 6 | 2 | 1 | 3 |
| 10 | 4 | 5 | 7 |
| 12 | 8 | 9 | 11 |
| 15 | 16 | 13 | 14 |
| 18 | 22 | 19 | 17 |
| 21 | 24 | 23 | 20 |
| TOTAL | TOTAL | TOTAL | TOTAL |

# Score Sheet:

## What Are Your Top Incentives?

* Transfer your responses to the columns below.
* Put a check mark next to the numbers that correspond to the items you selected on the survey.
* Add the number of check marks for each column.

# Engagement Diamond

* Transfer your scores to the diamond to the right by circling the appropriate number for each of the letters (Meaning, Achievement, Recognition, Belonging).
* Connect the dots to create your “Engagement Diamond.”