

Motivators and job satisfaction checklist and action plan (ARMIG)

Name:

Questions to ask	Findings/actions required
<p>Achievement</p> <ul style="list-style-type: none"> • Is achievement a regular feature of his/her work life? • Are we looking for opportunities where he/she can do well? • What else could he/she do that would result in an increased sense of achievement? 	
<p>Recognition</p> <ul style="list-style-type: none"> • Does he/she know how much we appreciate his/her good work? • How and when is he/she praised for good work? • How could we generate more opportunities for praise? • How could we recognise and reward more capable and experienced people? 	
<p>Meaningful & interesting work</p> <ul style="list-style-type: none"> • Does he/she understand how his/her contribution really matters to what we do? • Does he/she get frequent and regular feedback on his/her contribution and performance? • Does he/she know what's going on around here and how we are doing? • Are his/her thoughts and ideas heard? 	
<p>Increasing responsibility</p> <ul style="list-style-type: none"> • Is his/her level of authority and responsibility a fair reflection of his/her ability and trustworthiness? • Could he/she take on more? 	
<p>Growth</p> <ul style="list-style-type: none"> • Is he/she growing in the job? • Is his/her stature in the organisation increasing? • How are we helping him/her to grow as an individual? • What more could be done to help him/her grow? 	