

## TOOL DESCRIPTION

# Moving Motivators



## Moving Motivators is an exercise that can help to reflect on motivation and how it affects organizational change.






The Moving Motivators are represented by a set of cards developed by Jürgen Appelo, which were designed to help individuals and teams understand what motivates them in their work. Each card represents a different intrinsic motivator.

1. Curiosity: I have plenty of things to investigate and to think about.
2. Honor: I feel proud that my personal values are reflected in how I work.
3. Acceptance: The people around me approve of what I do and who I am.
4. Mastery: My work challenges my competence, but it is still within my abilities.
5. Power: There's enough room for me to influence what happens around me.
6. Freedom: I am independent of others in my work and my responsibilities.
7. Relatedness: I have good social contacts with the people in my work.
8. Order: There are enough rules and policies to create a stable environment.
9. Goal: My purpose in life is reflected in the work that I do.
10. Status: My position is good and is recognized by the people who work with me.











The tool is used by facilitating discussions where participants rank the motivators based on their importance and then reflect on how well their current work situation aligns with these motivators.

<b>Duration</b> 40–90 min	<b>Participants</b> minimum of 4 no maximum	<b>Facilitation</b> Moving Motivator Cards for each person
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# Moving Motivators | Process

<b>Introduction</b> 5–10 min 	<b>Ranking of motivators</b> 15–30 min 	<b>Pair or group discussion</b> 10–30 min 	<b>Action planning</b> 10–15 min optional 	<b>Wrap-up session</b> 5–10 min 
<p>Provide an overview of the Moving Motivators concept and explain the purpose of the exercise. Distribute the Moving Motivator cards to participants and ensure that everyone has a complete set.</p>	<p>Allow participants time to individually rank the motivators based on their personal importance. This step may require some quiet reflection. Provide a brief period for participants to reflect on their motivator rankings and jot down any thoughts or insights.</p> <p>Use the following guiding questions:</p> <ul style="list-style-type: none"><li>• Why did you rank certain motivators higher than others?</li><li>• How do these motivators relate to your current work situation and overall level of job satisfaction?</li></ul>	<p>Facilitate a pair or small group discussion where participants share their insights and discuss common themes or differences in the motivator rankings.</p> <p>Encourage open dialogue and active listening to deepen the level of understanding and empathy among team members.</p>	<p>Collaboratively brainstorm on actions or changes that could better align the work environment with the participants' motivators.</p> <p>Encourage participants to identify concrete steps and assign responsibilities. These could include making adjustments to team dynamics or altering task assignments or organizational policies.</p>	<p>Summarize the key takeaways from the workshop, thank participants for their contributions and discuss any follow-up steps or next actions.</p>

# Moving Motivators | Cards

ACCEPTANCE	CURIOSITY	FREEDOM	STATUS	GOAL
 <p>The people around me approve of what I do and who I am.</p>	 <p>I have plenty of things to investigate and to think about.</p>	 <p>I am independent of others with my own work and responsibilities.</p>	 <p>My position is good, and recognized by the people who work with me.</p>	 <p>My purpose in life is reflected in the work that I do.</p>
HONOR	MASTERY	ORDER	POWER	RELATEDNESS
 <p>I feel proud that my personal values are reflected in how I work.</p>	 <p>My work challenges my competence but it is still within my abilities.</p>	 <p>There are enough rules and policies for a stable environment.</p>	 <p>There's enough room for me to influence what happens around me.</p>	 <p>I have good social contacts with the people in and around my work.</p>