

The Motivational Pie Chart Activity

(Modified from idea by Jennifer Dulski, at change.org)

The best way to keep people happy at work is to start directly asking *all* the people on your team to share what motivates them. To do so effectively, you can use this tool:

Just follow these four steps:

1. Give them each person on your team a copy of the blank “what motivates me” chart.
2. Have them make a list of everything that motivates them at work: recognition, money, learning new things, responsibility, etc. They can write as many or as few things as they want and there are *no pre-set categories*. Anything that matters can go on their list.
3. Have them give each category a percentage weighting in order of its importance. Then, have them draw those percentages as pieces of the blank pie, so that the total adds up to 100%, thus giving you a comprehensive pie chart of motivators.
4. Using a “red, yellow, green” color coding system, have them color each section of the pie to illustrate how satisfied they currently are with each of the categories on their list. If they are very satisfied with compensation, it will be green. If they are concerned with how challenged they feel with their job, it would be yellow, and so on...

If you are using the tool as a manager, the next step is to have an open conversation with each person on your team to talk about ways you can work together to “get them to green” on all of their categories. If you are using the tool for yourself, it can help you think about steps to take to make yourself happier at work, including thoughts about whether you are in the right role or at the right company. The reason the tool is foolproof is because it starts with asking each individual what matters and then helping each person find ways to do more of what matters.

You will likely learn two important things:

1. People are really different.

Perhaps it goes without saying, but vastly different things motivate different people. Every time I do this exercise, I encounter something new. I’ve heard everything from people being passionate about hobbies (rock climbing, singing, etc.) that require them to have flexible work hours, to people saying they are motivated by external recognition and wanting to be on the cover of a magazine. I would never have known about those motivators if I hadn’t invited them to share.

2. People are more similar than you’d think.

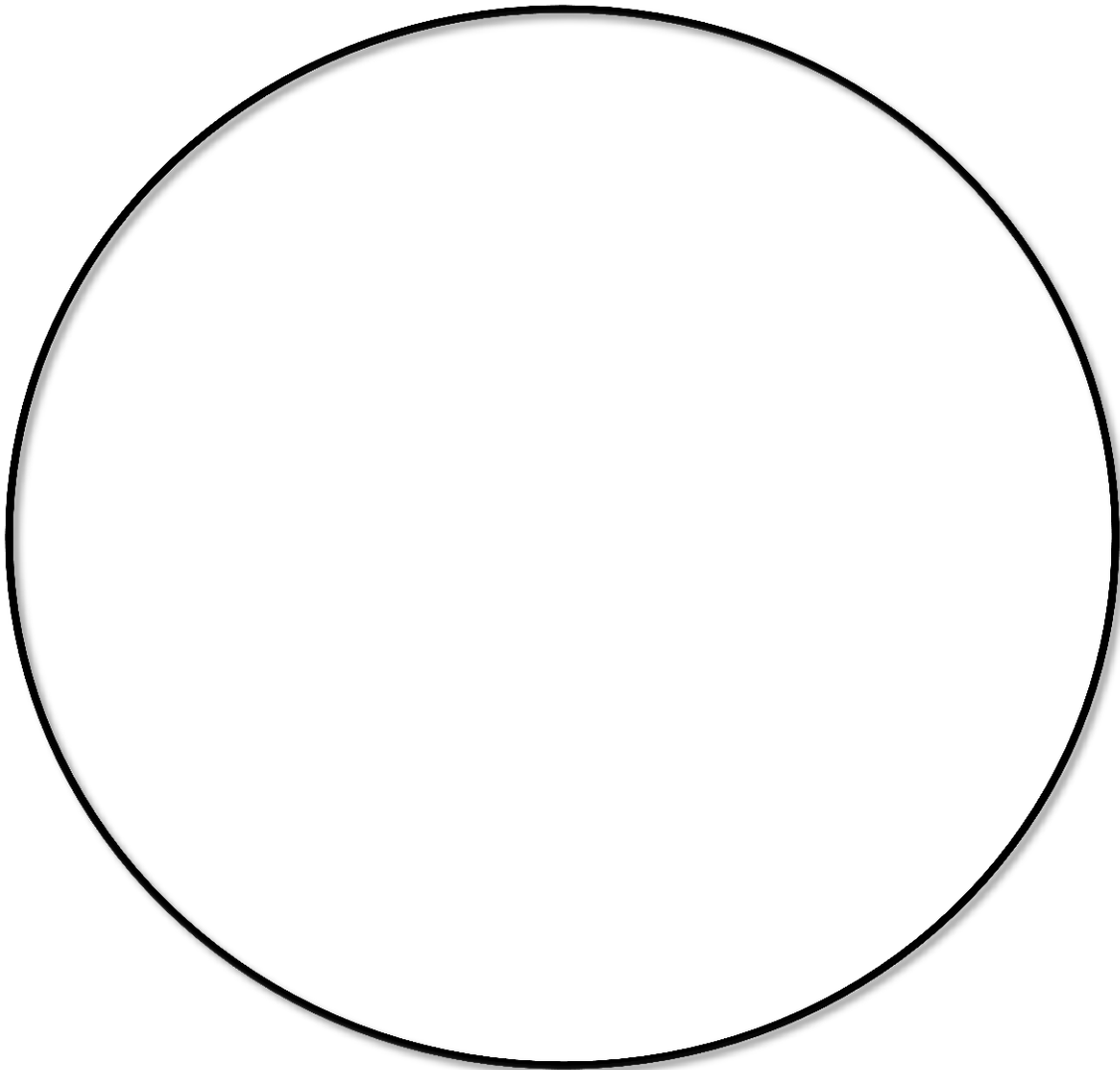
Despite all those differences, common patterns will usually emerge:

- They want “worthwhile work,” so they feel they’re doing something important
- They want to understand how their role fits into the goals of the organization.
- They want to work with a team of people they admire and care about.
- They want to learn new things and feel challenged by their jobs.



The Motivational Pie Chart Worksheet

_____	_____ %	_____	_____ %
_____	_____ %	_____	_____ %
_____	_____ %	_____	_____ %
_____	_____ %	_____	_____ %



(color in your pie pieces: red = very unsatisfied, yellow = concerning, green = satisfied)