

Appendix A

❖ KEY PERFORMANCE MOTIVATORS SCALE (KPMS)

The following list of items identifies important employee motivators for enhancing engagement, job satisfaction, performance, and organizational commitment.

For each item below, please rate on a scale of 1 to 10 the level of value and meaning each has for you. A 1 represents the item that holds little if any value and/or meaning for you, whereas 10 represents the item that holds the greatest value and/or meaning for you.

Quality Relationships

1-----5-----10

Comments:

Personal and/or Professional Values

1-----5-----10

Comments:

Vision and/or Values

1-----5-----10

Comments:

Mission and Goals

1-----5-----10

Comments:

Tasks of Interest

1-----5-----10

Comments:

Personal and/or Professional Growth

1-----5-----10

Comments:

Make a Difference/Results

1-----5-----10

Comments:

Three As – Acknowledgment, Admiration, Appreciation

1-----5-----10

Comments:

Constructive Feedback

1-----5-----10

Comments:

Sense of Control

1-----5-----10

Comments:

Strengths Focus

1-----5-----10

Comments:

Leader–Member Discussion Points

What were your top four Performance Motivators?

Which of the Performance Motivators do you connect with the least?

Do you think there might be ways to enhance your connection to Key Performance Motivators in the work and/or the work environment? What might that look like?

Is there anything else we have not yet discussed that you feel is a source of motivation for you? If so, what might that be?