

Welcome!

Dear Coach,

Thank you for downloading this evidence-based exercise!

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- Customize content to your coaching style
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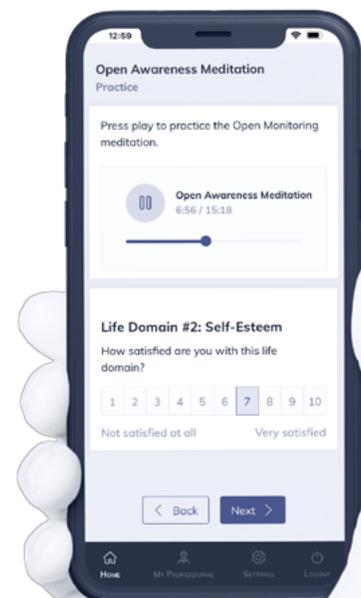
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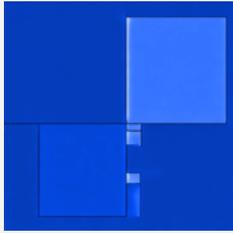
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Warm regards,



Hugo Alberts, Ph.D.
Co-Founder of Quenza





Motivation Grid Analysis

Topic: **Motivation** • Type: **Exercise** • Duration: **15 mins**



Background

The Motivation Grid Analysis Exercise is grounded in several psychological theories and empirical research findings. It draws from Self-Determination Theory (Ryan & Deci, 2000), which posits that intrinsic motivation is crucial for job satisfaction and performance. The exercise also aligns with the Job Demands-Resources model (Bakker & Demerouti, 2007), suggesting that balancing job demands with personal resources can lead to improved work engagement. The grid's structure is inspired by the Strength-Based Approach in positive psychology (Seligman & Csikszentmihalyi, 2000), which emphasizes leveraging individual strengths for personal and professional growth. Furthermore, the reflection and action planning components of the exercise incorporate elements of Kolb's Experiential Learning Theory (Kolb & Kolb, 2005), promoting active reflection and experimentation. Lastly, the exercise's focus on task enjoyment and proficiency is supported by research on job crafting (Wrzesniewski & Dutton, 2001), which demonstrates how employees can reshape their work experiences to enhance job satisfaction and performance.



Goal

The goal of this exercise is for clients to gain a comprehensive understanding of their current job tasks in terms of enjoyment and proficiency, enabling them to identify areas of strength, opportunities for growth, and potential strategies for enhancing job satisfaction and performance. Through this process, practitioners aim to help clients develop actionable insights that can lead to more fulfilling and productive work experiences.



Advice

- This exercise is particularly suitable for clients feeling stuck in their current role, contemplating career changes, or seeking to improve their job satisfaction.
- Allocate sufficient time for each section, especially the reflection and action planning parts. Consider breaking the exercise into multiple sessions if needed.
- Some clients may struggle to categorize tasks or be overly self-critical. Encourage honesty and remind them there are no “right” or “wrong” answers.
- The exercise may uncover job dissatisfaction. Be prepared to provide emotional support and redirect focus towards constructive action planning.
- Guide clients to be as specific as possible when listing tasks and creating action plans. This increases the likelihood of meaningful insights and actionable steps.
- Plan a follow-up session to review progress on action plans and reassess the grid if necessary.
- Combining with Other Tools: Consider pairing this exercise with strengths assessments or values clarification exercises for a more comprehensive approach.



References

- Bakker, A. B., & Demerouti, E. (2007). The job demands-resources model: State of the art. *Journal of Managerial Psychology*, 22(3), 309-328.
- Kolb, A. Y., & Kolb, D. A. (2005). Learning styles and learning spaces: Enhancing experiential learning in higher education. *Academy of Management Learning & Education*, 4(2), 193-212.
- Ryan, R. M., & Deci, E. L. (2000). Self-determination theory and the facilitation of intrinsic motivation, social development, and well-being. *American Psychologist*, 55(1), 68-78.
- Seligman, M. E., & Csikszentmihalyi, M. (2000). Positive psychology: An introduction. *American Psychologist*, 55(1), 5-14.
- Wrzesniewski, A., & Dutton, J. E. (2001). Crafting a job: Revisioning employees as active crafters of their work. *Academy of Management Review*, 26(2), 179-201.

Motivation Grid Analysis

Introduction

Welcome to the Motivation Grid Analysis Exercise! This exercise is a powerful tool that will help you examine your current job in depth. It examines the tasks you perform through two important lenses: how much you enjoy them and how well you perform them. By mapping out your work activities in this way, you'll gain valuable insights into your strengths, preferences, and areas for growth.

Filling In the Grid

This image represents a Motivation Grid, a powerful tool for analyzing your work tasks and responsibilities. The grid is divided into four quadrants, each representing a different combination of your enjoyment and proficiency in various tasks:



1. Top left (green): "**Tasks I like & do well**" - These are your sweet spot tasks that you both enjoy and excel at.
2. Top right (purple): "**Tasks I dislike & do well**" - These are tasks you're skilled at but don't particularly enjoy.
3. Bottom left (purple): "**Tasks I like & don't do well**" - These are tasks you enjoy but need improvement in.
4. Bottom right (red): "**Tasks I dislike & don't do well**" - These are your least favorable tasks that you neither enjoy nor excel at.

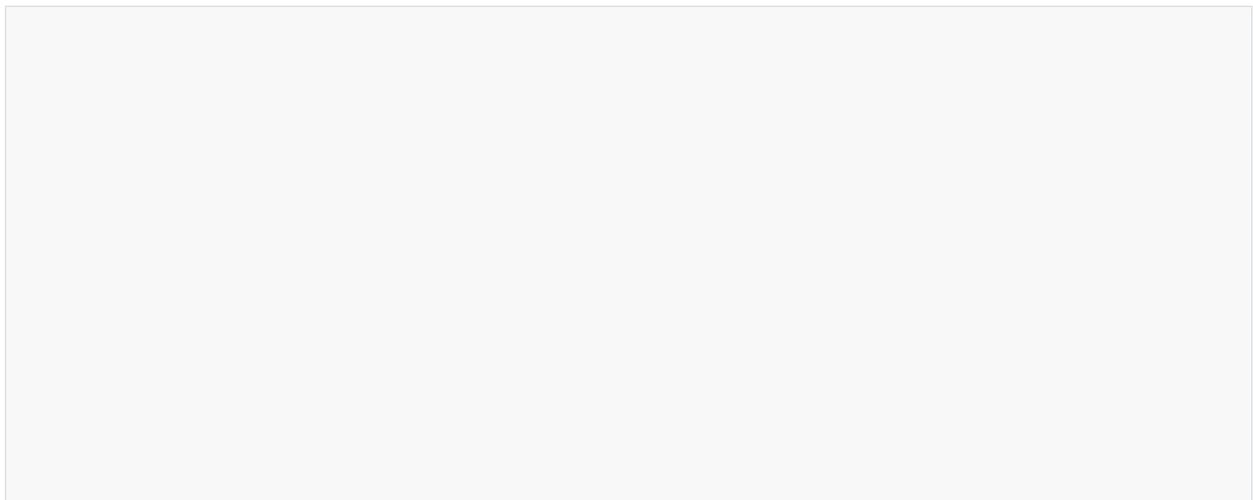
By categorizing your work tasks into these quadrants, you can gain valuable insights into your strengths, preferences, and areas for potential growth or change in your professional life. This grid serves as a starting point for reflection and can guide you in making decisions about skill development, job crafting, or career direction.

We're going to fill each square with tasks from your current job. Set a timer for 5 minutes per square and just brain dump everything you can think of. Don't overthink it – if a task pops into your head, jot it down.

Remember, there are no right or wrong answers here. The goal is to be honest with yourself and use this self-awareness to launch positive change.

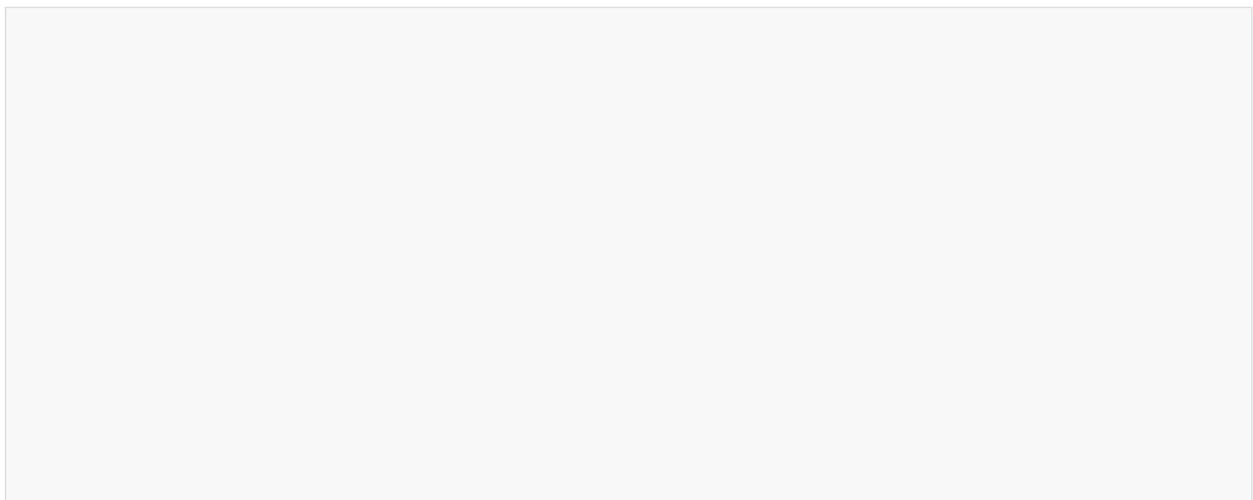
Tasks I Like & Do Well

What are the tasks that energize you and you excel at? List as many as you can think of from your current job.



Tasks I Dislike & Do Well

What are tasks you're good at but don't particularly enjoy?



Tasks I Like & Don't Do Well

What are tasks you enjoy but feel you need to improve on?

Tasks I Dislike & Don't Do Well

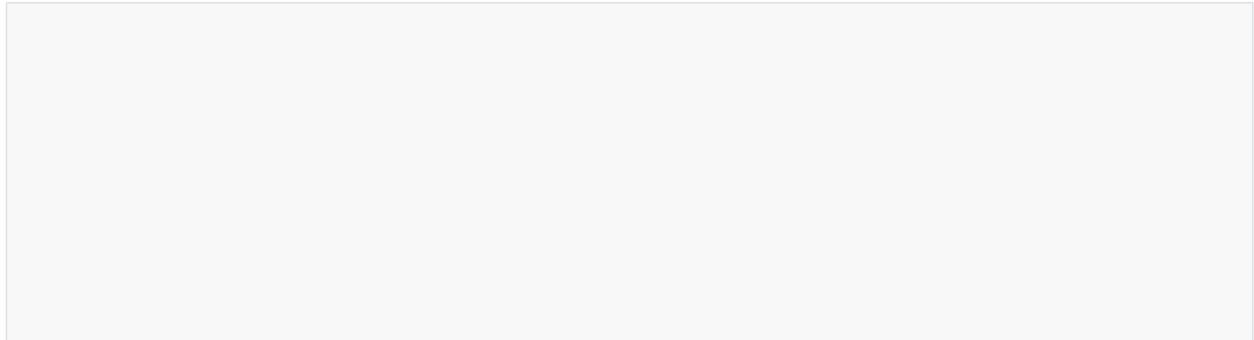
What are the tasks you neither enjoy nor excel at?

Reflection

Now, let's reflect on what you've written.

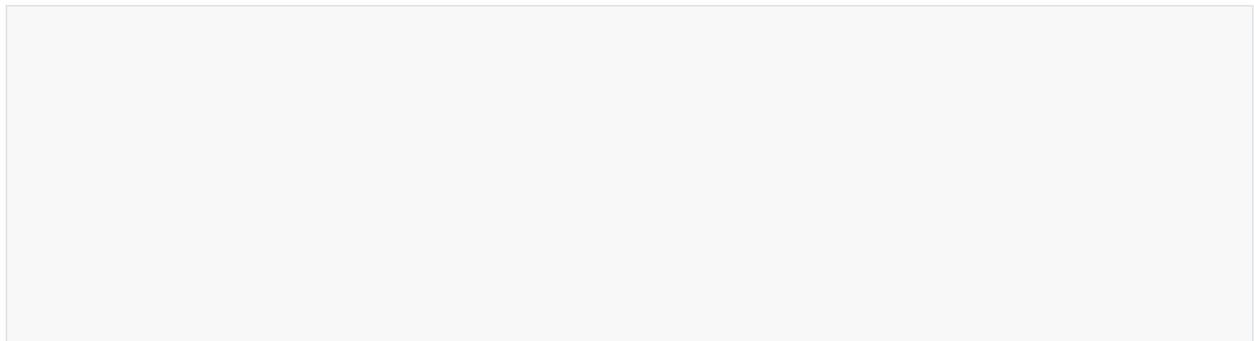
Looking at your entries, what patterns do you notice about the tasks you like versus those you dislike?

consider joining a professional group or online forum where you can learn from others and practice your skills.



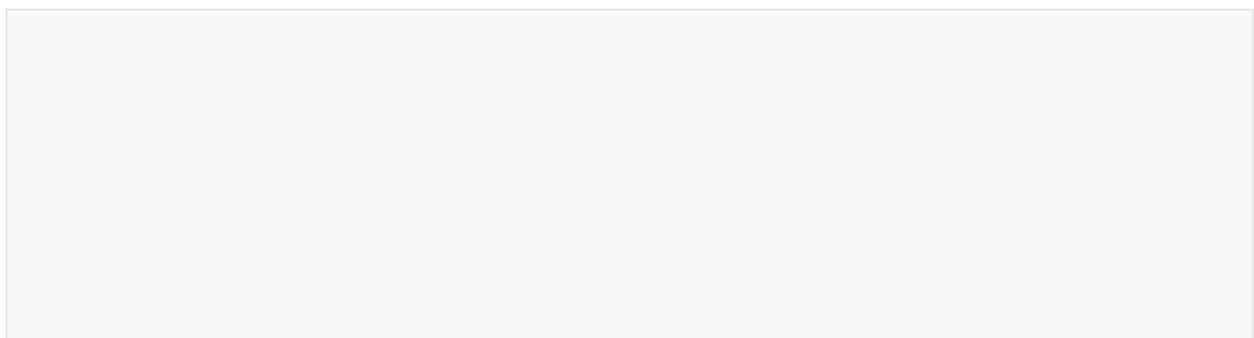
For tasks you dislike but do well, how could you make these more engaging or rewarding?

For example, you could set personal challenges or goals to make the task more interesting, try to find a new perspective on why the task is important, or reward yourself after completing it. You might also explore ways to delegate some aspects of the task or use technology to make it more efficient.



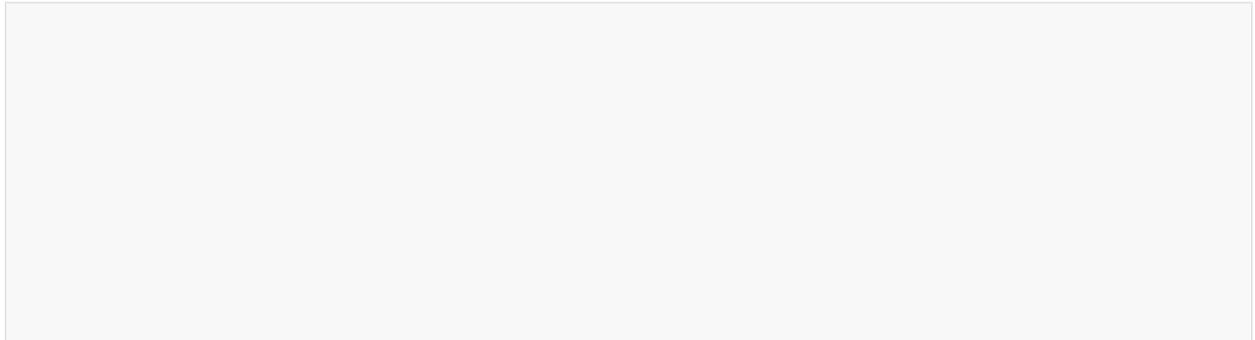
For tasks you dislike and don't do well, are these essential to your role? If not, is it possible to stop doing the activity or reduce time on the activity? If these tasks are essential to your role, is there a way to become "good enough"?

For example, you could break the task down into smaller, more manageable parts, seek additional training or resources to improve your skills, or team up with a colleague who excels at the task. You might also consider discussing with your manager if there are alternative ways to approach the task or if it could be shared among team members.



How can you leverage your strengths (tasks you like and do well) more in your current role?

For example, you could volunteer for projects that utilize these strengths, offer to mentor colleagues in these areas or propose new initiatives that align with your strengths. You might also discuss with your manager how your role could be adjusted to focus more on these tasks or how you could apply these strengths to other business areas.



End of Exercise

You've just completed the Motivation Grid Analysis Exercise.

Remember, this grid isn't set in stone. As you grow, learn new skills, and take on new challenges, your grid may shift. That's perfectly normal and even desirable. Consider revisiting this exercise every few months to track your progress and reassess your goals.

Your next steps are to put your action plan into motion. Start with small, manageable changes and celebrate your progress along the way. Whether it's seeking out training for skills you want to improve, finding new ways to engage with less enjoyable tasks, or having a conversation with your manager about leveraging your strengths, each step forward is a step towards a more fulfilling work life.