**Individual Perspective Exercise**

Based on the Intrinsic Motivator Survey what are the main motivators of each member in your team? What action steps can you take to motivate each of your team members?

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| **Team Member** | **Highest Intrinsic Motivator/Motivators** | **Action Steps to Motivate Employee** |
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**Team perspective**

Identify at least 3 practical tips/ tools you want to implement to enhance the motivation of your team. The tips/ tools you choose can be focused on either one/ or all of the team motivation aspects. We propose that you limit the number of tips/ tools to a maximum of 5.

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| **Team motivation** | **Practical tip/ tool you want to implement** | **How will you implement it?** | **How frequently will you implement it?** | **How will you evaluate the success of the intervention?** | **What intrinsic motivator does it promote?** |
| **Connection Culture** |  |  |  |  |  |
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| **Meaning and growth** |  |  |  |  |  |
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| **Innovation and continuous learning** |  |  |  |  |  |
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| **Winning Team** |  |  |  |  |  |
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**Organisational perspective**

* Write down the organisational factors that could impact the motivation levels of your team the most.
* Write down how these factors are influencing your team.
* Determine whether your influence on these factors are low/moderate/high.
* Based on your level of influence on the organisational factors you have listed, what are the actions you can take to increase the motivation of team members?

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| **Organisational Factors** | **Impact on Team** | **Influence (Low/Moderate/High)** | **Actions** |
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