



## Motivation Assessment

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*\*This is an excerpt from JUNA's Employee Motivation Assessment\**

### Do a Gap Analysis

Describe the Current State:

*What is currently happening that makes me think there is a performance problem?*

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Describe the Desired State:

*What should be happening?*

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### Determine whether it's an Ability or Motivation Issue

*Answer the following Question:*

Could he/she do what is required to a satisfactory level of performance now  
if his/her job depended on it?

**Yes**

**No**

If **yes**, then you likely have a motivation issue.

If **no**, then he/she may need clearer direction, more specific instruction, training, additional coaching, and/or constructive feedback.

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