MOTIVATION – GOAL-SETTING QUESTIONNAIRE

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Instructions: The following statements refer to a job you currently hold or have held. Read each statement and then select a response from the following scale that best describes your view. You may want to use a separate sheet of paper to record your responses and compare them with the responses of others.

Scale: Almost Never     1  2  3  4  5  Almost Always

☐ 1. I understand exactly what I am supposed to do on my job.
☐ 2. I have specific, clear goals to aim for on my job.
☐ 3. The goals I have on this job are challenging.
☐ 4. I understand how my performance is measured on this job.
☐ 5. I have deadlines for accomplishing my goals on this job.
☐ 6. I have more than one goal to accomplish, I know which are most important and which are least important.
☐ 7. My goals require my full effort.
☐ 8. My manager tells me the reasons for giving me the goals I have.
☐ 9. My manager is supportive with respect to encouraging me to reach my goals.
☐ 10. My manager lets me participate in the setting of my goals.
☐ 11. My manager lets me have some say in deciding how I will go about implementing my goals.
☐ 12. If I reach my goals, I know that my manager will be pleased.
☐ 13. I get credit and recognition when I attain my goals.
☐ 14. Trying for goals makes my job more fun than it would be without goals.
☐ 15. I feel proud when I get feedback indicating that I have reached my goals.
☐ 16. The other people I work with encourage me to attain my goals.
☐ 17. I sometimes compete with my coworkers to see who can do the best job in reaching our goals.
☐ 18. If I reach my goals, my job security will be improved.
☐ 19. If I reach my goals, my chances for a pay raise are increased.
☐ 20. If I reach my goals, my chances for a promotion are increased.
☐ 21. I usually feel that I have a suitable action plan(s) for reaching my goals.
☐ 22. I get regular feedback indicating how I am performing in relation to my goals.
☐ 23. I feel that my training was good enough so that I am capable or reaching my goals.
☐ 24. Organization policies help rather than hurt goal attainment.
☐ 25. Teams work together in this company to attain goals.
☐ 26. This organization provides sufficient resources (e.g., time, money and equipment) to make goal setting effective.
☐ 27. In performance appraisal sessions, my supervisor stresses problem solving rather than criticism.
28. Goals in this organization are used more to help you do your job well rather than punish you.
29. The pressure to achieve goals here fosters honesty as opposed to cheating and dishonesty.
30. If my manager makes a mistake that affects my ability to attain my goals, he or she admits it.

SCORING AND INTERPRETATION
GOAL SETTING QUESTIONNAIRE

Add the points shown for items 1 through 30.

Scores of 120 to 150 may indicate a high-performing, highly satisfying work situation. Your goals are challenging and you are committed to reaching them. When you achieve your goals, you are rewarded for your accomplishments. Scores of 80 to 119 may suggest a highly varied work situation with motivating and satisfying features and some frustrating and dissatisfying features. Score of 30 to 79 may suggest a low performing, dissatisfying work situation.