

## ***Interview Questions That Help Assess Self-Motivation***

(Generally, to get at this issue, you want to ask very open-ended questions in which you are not telegraphing in any way what the “right answer” is. Don’t expect the easy or “cliché” answer like “I’m motivated by a challenge.” Ask further, “What kind of challenges?” “Could you give me several examples from your work history?” etc.)

- What can you tell me about what is motivating you at this point in your life?
- Could you give me two to three examples of when you were most motivated in a job? Least motivated? Why do you think this was so?
- What kind of work situations in the past has brought forth your best efforts?
- Which of your previous supervisors did you find to be the best motivator? Why?
- What is the best way to manage you? (Or) How do you like to be managed?
- In terms of your work history, what are you most proud of to date?
- In terms of hours, what is a normal workweek for you?
- Have you ever contemplated working for yourself? (If so, why? If no, why not?)
- Aside from economic necessity, why do you work?

The best and most reliable method of assessing a person’s level of self-motivation is talking with the person’s previous supervisors.

### **Signs of self-motivation:**

- A history of doing more than just what is required. Consistently exceeds expectations.
- A history of working the amount of time/hours necessary to get the job/project done, not just the “required” hours.

### **Additional Tips:**

- Look for “yourself” earlier in your career.
- High achievers are almost invariably self-motivated people. A history of high achievement suggests self-motivation.