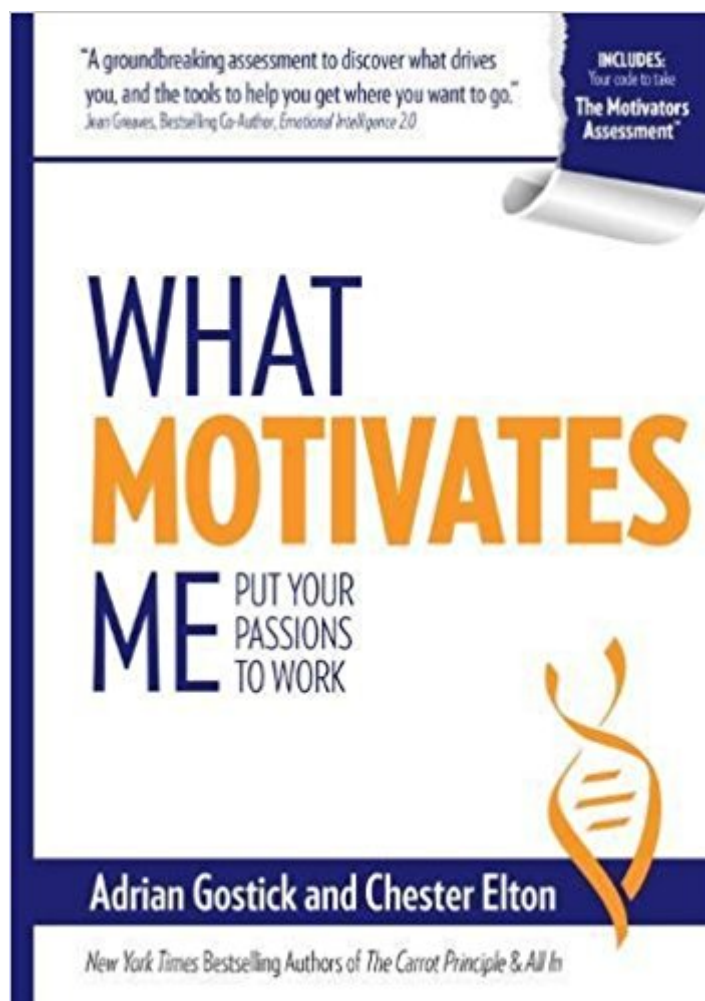


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# What Motivates Me: Put Your Passions To Work



## Synopsis

What Motivates Me will help readers align the work they do every day, for the rest of their lives, with what truly motivates them. It also includes a code to the Motivators Assessment. This is not a personality test, but a scientifically valid assessment that digs straight to the core of what motivates you at work. The book also features a set of thought-provoking exercises to help readers sculpt their jobs with 60 powerful strategies. After analyzing the results of 850,000 interviews, the authors sought to discover why so many people are not as engaged and energized as they could be at work. They found those who are happiest and most successful are engaged in work that aligns with what motivates them. What Motivates Me offers an extensively tested method to help readers identify their core motivators and figure out the disconnects between their passions and their current work, and guides all those searching for joy and engagement by asking the important questions -

- What motivates me?
- What can I do about it?

## Book Information

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## Customer Reviews

"If you feel stalled in your career, read this book!"--Kent Taylor, CEO and Chairman, Texas Roadhouse  
"The tools and insight Gostick and Elton unveil in this excellent new book provide a step-by-step process that can help anyone bring their best self to work."--Gary Garfield, CEO and President, Bridgestone Americas, Inc.  
"Once in a great while a business book comes along that everyone is talking about. Trust me, this is that book."--Mark Servodidio, Managing Director, United Kingdom, Avis Budget Group  
"What Motivates Me offers one of the best resources

"I've seen to teach anyone how to unlock their potential and create a roadmap to guide their career journey."--David Kasiarz, Senior Vice President, Global Compensation and Benefits, American Express  
"A groundbreaking assessment to discover what drives you, and the tools to help you get where you want to go."--Jean Greaves, Bestselling Co-Author, Emotional Intelligence 2.0

Adrian Gostick and Chester Elton are the New York Times bestselling authors of *The Carrot Principle* and *All In*. They are employee engagement consultants for some of the world's largest companies and founders of The Culture Works, a global training firm. Adrian Gostick lives in Park City, UT, and Chester Elton lives in Summit, NJ.

Gostick and Elton hit another home run with this simple, yet powerful book on workplace motivation. The book's initial chapters, where the premise of the book is outlined, there are multiple engaging stories that show the Motivators of individuals who are caught up in jobs that might not fit them perfectly. These little gems set the stage for the more meaty content. While the first few chapters set the stage, the overall book is decidedly not anecdotal. Aside from the fact that *WMM* is based on an 850k person study, the book contains several chapters on what Gostick and Elton term "Job Sculpting" with worksheets in the actual book that will walk you through your own Job Sculpting process. Job Sculpting addresses questions often posed such as, "Should I quit my job just because there are aspects of it that I dislike?" "As a manager, I know my team members struggle to be motivated with certain aspects of their work, how do I keep them going?" Job Sculpting is a smart approach to what otherwise might seem like a dead-end situation. "I quit" might be the answer for some, but overwhelmingly, Job Sculpting can transform a painful situation to something much more desirable—a better outcome for both the employee and the company. In the final chapters, *What Motivates Me* breaks the 23 Motivators into 5 different categories termed Identities. I like the approach Gostick and Elton take here: Each Motivator is discussed, then an in-depth look at the Identities is presented. It clearly defines the Identity and which Motivators it contains, outlines its characteristics, shows where one might thrive, and ends with solid strategies for how one might add value, and pitfalls they might fall into. *What Motivates Me* is an excellent professional mirror. It's a fun and easy read that contains fascinating insights while also being actionable. It'll help you feel good about your own personal strengths and sculpt your job into something you can really, well, be motivated by. Everyone has their strengths, and that's a good thing. A quote by Dr. Steven Reiss (pg 17) sums it up nicely. "Individuals differ enormously in what makes them happy—for some, competition, winning, and wealth are the greatest

source of happiness, but for others feeling competent and socializing may be more satisfying. You can't say some motivators, like money, are inherently inferior." Amen, Dr. Reiss. I couldn't have put it better myself.----Bonus: Each book also contains a code to take your own test to determine what motivates you. It's a breeze to take. Afterward it presents you with your own personal in-depth report. Pretty amazing stuff.

Gostick and Elton have written several great books that I recommend to friends all the time. This book is no exception. I recommend it to anyone. It is great for a person trying to find their career choice. It is great for someone stuck in a career that is not right for them. It is great for a leader wanting to make sure she does the most to engage her team. Not only does the book help the reader but the on line assessment is awesome and invaluable.

*What Motivates Me* is a refreshing look into strengths and leadership qualities necessary for individuals to bring into the work place. I have actively participated in various personality assessments in the past but the emphasis the authors place on professional motivators to positively influence people's satisfaction in the work place is unique. The book is engaging to read, insightful and thought provoking, all of which encouraged me to take the online Motivators Assessment. My results were enlightening and affirming of what I have been experiencing in my career path and my struggle for fulfillment in my current role. The book does not simply stop with the assessment but rather provides meaningful discussion and suggestions as to avenues to pursue for greater satisfaction in our chosen career path.

I have read all of Adrian Gostick's and Chester Elton's books, and this is simply their best work ever, which is a high bar given their past contributions. This book changes what it means to find the "right job for me." Too many books focus on the "follow your passions" theme without 1) helping readers really understand what motivates them, and 2) providing them with the tools necessary to succeed. *What Motivates Me* does precisely that. It provides a valid assessment (based upon 850,000 interviews) that readers can use right now to really understand their motivations, and job-sculpting strategies to help leverage those motivations. The ideas and tools introduced in this book will be relevant not just for today, but for decades.

This adds another dimension to the 2.0 series. As an administrator I have taken many assessments to understand myself and others better in order to have a more cohesive working team. "What

Motivates Me" takes understanding yourself and others to another dimension. Karla

If you want insight into what will make you leap out of bed in the morning, and put a spring in your step, then this is for you! What Motivates Me, is an amazing book that provides incredible clarity and insight into those things that help us find greater satisfaction in our work and in our lives. The engaging style of Adrian Gostick and Chester Elton, makes this an excellent read. And, the online Motivators Assessment makes it personal to you, helping to get the most out of this material! A code to take the assessment comes with the book – even the Kindle version. Simply Awesome!

Employee engagement is intrinsic to organizational success. Getting your employees to incorporate their passion into their work is a great way to get added value from employees. This book is a great tool for motivating your staff to excellence through personal fulfillment,

Gostick & Elton nailed it! Having been in the field of recognition & motivation for over twenty years, there isn't a lot of information I come across which is new and refreshing, until today. They have laid out the basic principals to help each us explore ourselves and create an action plan for future happiness.

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