

Enliven First

"Inspire First, Results Will Follow"

4 Clark Circle Pelham, NH 03076 Phone: 603.556.1091 LouLongo@EnlivenFirst.com

"On a scale of 1-10 (with 10 being the highest), how inspired or productive are you, the people you manage or the people you work with?"

Ratings & Comments

1** ---

3 *the morale is generally very low. I know it is mostly due to the outrageous standards and deadlines put on our shoulders. Over the last 6 months here we have had more management people (with the same attitude and great work ethic) quit than I have seen in almost 10 years. I have always loved being here but recently I have been very upset because I find myself feeling disappointed in my thinking. I cant seem to get past the "if no one else cares why should I?" attitude.*

3 *Unfortunately, you couldn't have asked the question at a worse time in both my career and personal life.*

4 *I would give an inspiration rating of about 4 and most of that is driven by the relationship I have with my boss. He is a great guy and treats us with respect. He also realizes the need to balance family and work which is huge. Without him.....I would not still be here.*

4 *You're right people (me included) aren't nearly as motivated as they should be and generally just go through the motions! The biggest motivators in our office is to make money. But I have to tell you - that's never really been a motivator for me!*

4.5 *I know that the people that work for me (and probably through-out the entire department) could be much more productive if they were excited about their jobs and believed that they could actually make a difference. Currently, I think a lot of them are just going through the motions.*

4.5 *Self = 2, Others = 7*

5 *I think that this is very cyclical though as it is largely dependent on how satisfied I am by the things that my job allows me to pursue I think that the sad fact is most people for whatever reason, do not, choose not to, or can not make a living*

doing something they truly love to do. Either the interest is not one that is commercially worthwhile, or the barriers to entry are so great that an individual quite often can not or will not allow themselves to risk attempting a move to a field that truly inspires them

5 *on the whole I consider myself having average motivation/inspiration. I'll never be rich or poor...when things go well I tend to slack off at work and when things aren't going so well I pick up the pace.*

5 *The motivation is gone and falls everyday*

5 *---*

6 *---*

6.5 *I see great inconsistency in the level of inspiration or production among people I work with. Some are legit 10s and others are 3s.*

6.5 *you find the veteran teachers are weathered and are basically only motivated, by the cash, the younger more idealistic teachers are more motivated to make a difference, you know the story*

6.5 *You should know that my company is just coming out of bankruptcy and many have lost a significant amount of pension benefits. Trying to keep moral high and everyone motivated is difficult in an industry that hasn't seen a profit since 2000.*

6.5 *---*

7 *I am inspired daily to be a productive member of society and to my company and direct executives. I strive always to do the very best I can (sometimes to extreme perfectionism). But that's what makes me happy and gets me up every morning - knowing that people at work depend on me for their own success.*

7 *Self = 8, Others = 6*

7 *---*

7.5 *I always try to find some motivation, but there are times when I grow restless. I search myself for the inner drive and I look outward and think about others who are either dependent on me or take cues from me, either internally or externally*

7.5 *"Basically, the Top Down scenario, the senior level apathy defined the mood of the lower level workers. The second generation of ownership drowned that spirit with a lack of motivation and drive. I'm told it was much different with the first generation ownership. And I suppose that makes sense. You seem to care more if you built it, as you stated.*

8 *I honestly feel that there's so much at stake, money & w/ time mgt, in what my team does that we have to be fully invested. Not enough time in the day is a problem we face. Then again, it is mostly generated by what corp pushes onto us.*

8 ---

8.5 *We actively pursue and acquire type A, self-motivated, highly-productive personnel, but we don't always get it right and the culture can burn some folks out.*

9 *I love coming to work each day since each day is different. I know other people along with some here have very little interaction with "change" and are hardly ever challenged. Each day I challenge myself, and try to inspire those around me.*

10* *I am my own boss. I am glad you joined me in the deep end of the pool. Don't worry your enthusiasm will help you learn to breathe underwater.*

10* *I happen to be one of the lucky ones at a 10; I love my job, and reap rewards that are far greater than monetary gain. Maybe I'm idealistic (or just plain stupid); who knows.*

AVG - 6.02 Average of all those that responded and is a combination of how they feel about themselves and/or the people they manage.

****AVG - 6.20** Average if the score of "1" is eliminated (VP in a large company and his only comment was "we'll talk")

***AVG - 5.07** Average if the two scores of "10" are eliminated (one left corporate career to be self employed and the other person is part-time teacher's aid and full-time mom).