

## What Are Your Personal Turn-Ons (and Turn-Offs)



*How do you sort out those things that are truly important-that make you tick – from those things that you learned to consider important only because you got approval and rewards for them?*

**One way to get a handle on this is to list what drives you to action.**

*Then consider whether each factor makes the list because it genuinely reflects something you like about yourself or simply because you have been rewarded for it.*

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For example, is that fact that you are a good troubleshooter going to give you long-term satisfaction? This exercise is a valuable first step toward helping you understand where you are coming from before you begin to make decisions about what to do next.

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Review the following motivators and feel free to add other factors that motivate you or would drive you crazy if they were no longer part of your life. Use the chart that follows to note each factor that is important to you now (be selective) and then review the list again with an eye toward the factors you can imagine will or will not be important to you five years from now.

The Transition Network and Gail Bentsch, *Smart Women Don't Retire – They Break Free*. New York: Springboard Press, 2008.

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## What Are Your Personal Turn-Ons (and Turn-Offs)

Motivator	Important to me Now	Important in 5 years	Won't be Important in 5 years
1. Have an identity	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
2. Work autonomously	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
3. Be part of a group/team	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
4. Feel productive	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
5. Be an expert	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
6. Be of service to others	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
7. Have an impact on something	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
8. Be valuable	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
9. Use high energy	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
10. Avoid isolation	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
11. Trouble-shoot and problem solve	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
12. Negotiate with others	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
13. Have new accomplishments	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
14. Be connected to an organization	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
15. Have external structure	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
16. Be intellectually stimulated	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
17. Be well compensated	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
18. Have purpose	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
19. Avoid boredom	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
20. Have influence	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
21. Organize complex projects	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
22. Be a leader	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
23. Be challenged	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
24. Learn new information	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
25. Learn new skills	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
26. Meet new people	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
27. Get praise and recognition	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
28. Be physically vital	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
29. Get respect	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
30. Have power	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
31. Mentor others	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
32. Manage others	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
33. Be creative	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
34. Feel confident	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
35. Take risks	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
36. Have direction	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
37. Have specific goals	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
38. Be spiritual	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

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