

## Herzberg's Two-Factor Theory of Motivation

Select an item from each side of the table below and use it to the worksheet on the next page.

<u>Hygiene (Foundational)</u>	<u>Motivators (Atop Foundation)</u>
<ul style="list-style-type: none"><li>• Work relationships</li><li>• Practice policies</li><li>• Physical workspace</li><li>• Salary/benefits</li><li>• Security</li><li>• Supervision</li><li>• Personal life</li></ul>	<ul style="list-style-type: none"><li>• Achievement</li><li>• Autonomy/Ability to complete job</li><li>• Recognition</li><li>• Advancement</li><li>• Ability to learn and grow</li></ul>

## Two Factors for Employee Engagement

*What does my practice look like now, and what do I want to do for the future?*

*Start with two items to focus on, then explore more if you would like to.*

Category/Item	Reflection Question	Current Practice	Improvements
<b>Hygiene (Foundational)</b>  _____	What are you doing to help employees meet this foundational need in the workplace?		
<b>Motivator (Aptop Foundation)</b>  _____	What are you doing to help employees build on the foundational needs and provide motivational opportunities for this item?		

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