



Motivating Potential Score (MPS)

Team Assessment

There is a formula for everything.
This is the one you need for designing jobs that people actually like.

$$\left(\frac{\text{Skill variety} + \text{Task identity} + \text{Task significance}}{3} \right) \times \text{Autonomy} \times \text{Feedback}$$

For a full breakdown, head over to www.dandoerksen.me/motivatingpotentialscore

Instructions:

Identify every job title on your team in the left column.

Using the above article, place a score of 1-10 under each of the five characteristics.

Add up the five columns to calculate the final score for each job.

Identify one area for each job that could be tweaked to raise motivation. Make this a conversation.

Job Title	Skill Variety	Task Identity	Task Significance	Autonomy	Feedback	Final Score

Review these elements with your team regularly. By applying a *continuous improvement* mindset to job design, you'll develop increasingly engaged employees.