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## Employee Engagement and Motivation

# Interview Questions for Assessing Motivation

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Assessing a candidate's level of intrinsic motivation can be important in determining whether they have a genuine interest in the job and the company, rather than simply seeking external rewards such as money or status. Here are 20 interview questions you can ask to assess a candidate's level of intrinsic motivation:

1. What do you enjoy most about this industry/field?
2. How did you become interested in this type of work?
3. What are some of your long-term career goals, and how do they align with this position?
4. Can you tell me about a project or task you completed that you found particularly rewarding or fulfilling?
5. What drives you to do your best work?
6. How do you maintain your motivation when faced with difficult or tedious tasks?
7. How do you prioritize your work when you have multiple projects or tasks to complete?
8. What do you do outside of work to continue learning and growing in your field?
9. Can you tell me about a time when you went above and beyond in your work, and what motivated you to do so?
10. What do you consider to be your greatest achievement in your career so far, and why was it important to you?
11. How do you handle setbacks or failures, and what motivates you to keep going?
12. What kind of feedback do you find most valuable, and how do you use it to improve your work?



13. What do you see as your role in contributing to the success of the team or organization?
14. What kind of work environment do you thrive in, and how do you create that environment for yourself?
15. How do you balance your personal life with your work, and what motivates you to maintain that balance?
16. Can you tell me about a time when you took the initiative to solve a problem or improve a process, and what motivated you to do so?
17. What do you see as the biggest challenges facing this industry/field, and how do you stay motivated in the face of those challenges?
18. How do you keep yourself motivated and engaged in your work over the long-term?
19. What kind of impact do you hope to make in this role, and what motivates you to make that impact?
20. What do you enjoy most about the work you do, and how does that drive your motivation to continue doing it?