

Career MOT

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Purpose

This exercise delivers prioritized insights into what motivates a client in their career and what gives them workplace satisfaction. As a result, they can clearly identify what they need to focus on to re-energize their careers. A client will gain a thorough and conscious understanding of what makes them tick, how well they are maximizing their workplace satisfaction and how they can increase it.

Description

This exercise helps a client to run an MOT on their career to find out how much energy they are leaking from their engine. The exercise surfaces emotional factors that can have a powerful impact on career decision-making. Clients probably know they exist but they're often not consciously stated or acknowledged and therefore not fully used.

Process

- 1 Create a template using a piece of A4 paper or bigger and turn it so that looking at it the longest edge is at the bottom. Divide the page into four by folding the page into half, then half again. This will create four columns. Add four headings, one to each column as shown in Table 2.
- 2 Brainstorm career motivators. Use prompts such as: 'What motivates you at work? What is important to you in the

Table 2 Career MOT template

Motivator	Opportunity	Threat	Opportunity cost
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world of work? Add responses to the Motivator column. Example responses are challenging work, interesting people, money and flexible working hours. Try for 10 motivators. Ask clients to assign 100 points across all motivators to create a prioritized list (see example below). Put numbers in brackets next to motivators.

- 3 Ask: 'How easy is it to satisfy these career motivators in your current situation?'. Assign a value to the Opportunity column, where 1 = not at all easy; 5 = somewhat easy; and 10 = very easy. Discuss how they arrived at the scores (for example, ask: 'What makes achieving a motivator easy for you?') and add any notes to the Opportunity column.
- 4 Ask: 'What is the impact on your work performance of not satisfying this motivator?'. Assign a value to the Threat column, where 1 = small; 5 = medium; and 10 = big.
- 5 Add notes in the Threat column as to how it impacts their performance.
- 6 Calculate the Opportunity Cost: multiply the scores in the Motivator, Opportunity and Threats columns. Identify the three highest Opportunity Cost scores, indicating where essential repair is most needed and can be readily achieved. Check to see whether they are what the client wants to work on and identify actions for each score that they want to address. Identify what they can do in the short, medium and long term. Look also at the Threat column for any large scores that have not already been addressed, discuss possible actions that can be planned.

Table 3 (see over) presents an example of the above.

Table 3 Career MOT template: example

Motivator	Opportunity	Threat	Opportunity Cost
Challenges (30)	10 – just need to ask	5 – lose motivation if not part of job	1,500
Money (30)	1 – I have been told there is no budget for pay rises	10 – currently don't feel valued	300
etc.			

Pitfalls

A client may not want to go through the discipline of thinking through what is important to them on a personal level and how they can proactively increase their chances for work satisfaction.

Bibliography

Ali, L. and Graham, B. (1996) *The Counselling Approach to Careers Guidance*, London: Routledge.