

Human Motivation Reflection & Practice Worksheet

Story Reflections & Mini-Challenges

Ancient: Roman Legion Loyalty and Belonging

Reflection: Where in my leadership do people feel part of something bigger than themselves—and where do they feel replaceable?

Mini-Challenge: Create one ritual that reinforces belonging—a shared meal, story, or act of appreciation.

Middle Era: Zulu Warrior Code (Southern Africa, 19th Century)

Reflection: What traditions or habits in my organization remind people of shared purpose and contribution?

Mini-Challenge: Create or revive one small tradition that strengthens your team's sense of identity and purpose.

Modern: Atlassian's Shipt Days (21st Century)

Reflection: When was the last time my team felt free to play, create, or experiment? Mini-Challenge: Find one way this week to add autonomy or creative freedom into your team's work—even in small doses.

The Six Core Human Needs

Certainty → Variety → Significance → Connection → Growth → Contribution

Need	Description	Rating (1-5)	One Action to Strengthen
Certainty	Safety, stability, and predictability.		
Variety	Change, excitement, and new challenges.		
Significance	Feeling important, valued, and recognized.		
Connection	Belonging and shared purpose.		
Growth	Learning, progress, and self-improvement.		
Contribution	Giving beyond oneself and making an impact.		

Mini-Challenge: Identify one need you'll focus on meeting this week—for yourself and for your team.

Weekly Motivation Tracker

Day	How I Met or Supported Core Human Needs
Mon	
Tue	
Wed	
Thu	
Fri	
Sat	
Sun	

Journaling Prompt

What did I notice this week about what truly motivates me—and what drives those I lead?