

BSPACE Work Assessment

We are all consciously or unconsciously striving to meet five underlying needs:

- **Belonging** is our sense of acceptance and inclusion in a group or community.
- **Security** encompasses our ability to meet our basic physiological and psychological needs.
- **Purpose** refers to our contribution in a specific setting (or our reason for being).
- **Autonomy** refers to our independence and ability to exert control over our life.
- **Connection** is our relationships with others.
- **Expression** refers to our need to share our thoughts, feelings, ideas, and sense of self.

With many of us spending so much of our time at work, we need to have at least some of our needs met in that realm. Many of us feel a low (or high) level of dissatisfaction when one or more of those needs are not being met through work.

Use this worksheet to assess to what degree your underlying needs are being met in your current work.



1. Rank each of the BSPACE needs in order of importance to you for work in general (not necessarily tied to your current work).

1. _____
2. _____
3. _____
4. _____
5. _____
6. _____

2. Answer each of the following questions with respect to your current work.

Belonging

a. Do you feel you can bring your “whole self” to work (whether or not you actually choose to) or do you feel you must keep parts of yourself hidden?

b. What makes you feel accepted and included at work? How often do you feel this way?

c. What makes you feel left out or excluded at work? How often do you feel this way?

d. On a scale from 0% to 100%, what score would you give to how well your work meets your need for belonging? Record that number next to belonging in question 1.

b. How often do you feel the work you do is making a difference? Explain.

c. How often do you feel your contributions at work are meaningful? Explain.

d. What kind of prospects for advancement or new assignments/duties do you have at your current work?

e. On a scale from 0% to 100%, what score would you give to how well your work meets your need for purpose? Record that number next to belonging in question 1.

Autonomy

a. To what degree is your current work self-directed? Would you like more or less freedom (or guidance) in that respect?

b. To what extent do you experience micromanagement at work?

c. To what extent do you feel you have control over your future at work?

d. On a scale from 0% to 100%, what score would you give to how well your work meets your need for autonomy? Record that number next to belonging in question 1.

Connection

a. At work, with whom do you feel connected? How so?

b. How comfortable are you with your manager/supervisor (or clients)? Explain.

c. Is there anyone that you are having trouble connecting with? Explain.

d. On a scale from 0% to 100%, what score would you give to how well your work meets your need for connection? Record that number next to belonging in question 1.

Expression

a. How do you try to express yourself at work (e.g., clothing, decorations, thoughts, ideas, feelings)?

b. Do you feel comfortable expressing yourself? Explain.

c. How often do you feel your work related thoughts and ideas are acknowledged and taken into consideration?

d. Do you ever feel stifled from expressing yourself at work? Explain.

e. On a scale from 0% to 100%, what score would you give to how well your work meets your need for expression? Record that number next to belonging in question 1.

3. Refer back to question 1 and the scores you gave to each need. What observations do you have?

4. Given your observations and any other insights you've had during this process, what conclusions do you draw?

5. Brainstorm some changes you could make at work to get more of your underlying needs met or to have them met at a higher level.

6. If you were going to look for a new job, how might the BSPACE needs inform your process?



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