

YOUR RESULTS: MOTIVATION RED

Navigate Transition Assessment - Interpretation Guide

What Your Results Mean

Your assessment has identified **Motivation** as a red zone.

This means: While you intellectually know you need to make a transition, you're struggling with the drive, energy, or conviction to actually move forward. The "why" isn't clear enough, strong enough, or connected enough to your daily actions.

You're not alone. Many people in professional transition struggle primarily with motivation, not ability. It's one of the most common blocks - and one of the most fixable.

Understanding Motivation Red

What Motivation Actually Is

Motivation isn't about "being lazy" or "lacking discipline." In the MxLxI framework, Motivation represents:

- **Clarity of purpose** - Do you know WHY you're making this transition?
- **Agency vs. helplessness** - Do you feel in control of your choices?
- **Direction orientation** - Are you moving TOWARD something or just AWAY from dissatisfaction?
- **Energy sustainability** - Can you maintain forward movement over time?

Why It Shows as Red

Your Motivation score is red because one or more of these elements is missing or weak:

1. **Unclear Why** - You know you need to leave, but not where you're going
 2. **Reactive Mode** - You're running from pain rather than toward possibility
 3. **Learned Helplessness** - Your current role has left you feeling powerless
 4. **External Pressures** - Others' expectations are drowning out your own voice
 5. **Energy Depletion** - You're too exhausted to care about the future
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What This Looks Like in Real Life

Common Signs of Motivation Red:

In Your Thinking:

- "I know I should be looking for new opportunities, but I can't bring myself to start"
- "Every option feels equally meaningless"
- "I'm too tired to care anymore"
- "What's the point? Nothing will change anyway"
- "I don't even know what I want"

In Your Behaviour:

- Procrastinating on transition work whilst doing other tasks
- Starting job searches but never following through
- Researching options but never taking action
- Waiting for someone to tell you what to do
- Cycles of brief enthusiasm followed by complete shutdown

In Your Emotions:

- Apathy and disconnection
- Resentment about "having to" transition
- Envy of people who seem certain about their path
- Shame about "not trying hard enough"
- Fear that nothing will feel meaningful

🔍 Why Motivation Red Happens

The Professional Conditioning

Certain professional environments systematically undermine motivation through:

1. **Learned Helplessness**
2. Years of decisions you couldn't control
3. Repeated rejections and disappointments
4. Arbitrary rules and gatekeeping
5. Result: "Nothing I do makes a difference"
6. **Identity Fusion**
7. Your work became your identity
8. Your worth became your output
9. Your purpose became your productivity
10. Result: "If I'm not doing this, who am I?"
11. **Scarcity Mindset**
12. One career path felt like the only option
13. Winner-take-all thinking
14. Sacrifice as virtue
15. Result: "There's only one right path and I've missed it"
16. **External Validation Dependency**
17. Years of performing for approval
18. Success defined by others' recognition

19. No practice in self-directed choice
20. Result: "I don't trust my own wants"

The Transition Trap

When you decide to make a change, Motivation Red often intensifies because:

- You're grieving the loss of your professional identity
- You're facing unknown territory without a map
- You're exhausted from years of survival mode
- You're questioning everything you once believed
- You're surrounded by people who don't understand

This is normal. This is fixable.

What Happens Next

The Good News

Motivation Red is often the easiest of the three reds to resolve because:

- It doesn't require new skills (that's Learning)
- It doesn't require identity reconstruction (that's Identity)
- It requires **clarity, agency, and direction**
- These can be developed through structured reflection and reframing

What Fixing Motivation Red Looks Like

When your Motivation moves from red to amber to green, you'll notice:

Weeks 1-2: Clarity Emerging

- You start distinguishing between "running from" and "moving towards"
- You identify what matters to YOU (not others)
- You recognise where you have agency

Weeks 3-4: Energy Returning

- Small actions feel possible again
- You feel pull, not just push
- You make choices from desire, not desperation

Weeks 5-6: Direction Solidifying

- You know your "why" and can articulate it
- You have criteria for decision-making
- You trust your own compass

Long-term: Sustainable Drive

- You maintain momentum even when things are hard
 - You recover quickly from setbacks
 - You feel ownership of your transition
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✳ Your Three Options for Working on This

Option 1: Self-Study (FREE)

What you get:

- This interpretation guide (you're reading it now)
- 7-day email course on understanding your Motivation Red
- Weekly check-in emails with reflection prompts

Best for:

- Self-directed people who process through reading and writing
- Those who want to explore before committing to paid support

Honest limitation:

- No personalised guidance
 - No accountability structure
 - No one to help you get unstuck
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Option 2: Fix Your Red Bundle (£97)

What you get:

- Complete Motivation Red Workbook (30 pages, 15 exercises)
- 2 × 30-minute check-in calls with me
- 4 weeks of email support for questions
- Self-paced progression

Best for:

- People who want structure but maintain independence
- Those who benefit from some expert input
- Anyone wanting to test the approach before bigger commitment

What happens:

1. You purchase the bundle
2. You receive the Motivation Workbook immediately
3. You work through exercises at your own pace
4. You book two 30-minute calls when you need them
5. You email questions anytime in 4 weeks

The check-in calls are for:

- Getting unstuck on specific exercises
 - Clarifying concepts
 - Accountability check-ins
 - Deciding next steps
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Option 3: Complete Transition Programme (£1,497)

What you get:

- Full assessment results deep dive session
- 5 × 60-minute coaching sessions over 10 weeks
- All relevant workbooks (customised to your reds)

- Between-session email support
- Structured momentum building phase

Best for:

- People who want comprehensive support
- Those who value accountability and structure
- Anyone working on multiple reds simultaneously
- People ready to invest in complete transition support

What happens:

1. Session 0: Deep dive into your assessment results
2. Sessions 1-3: Work specifically on your Motivation Red
3. Sessions 4-5: Build momentum and create action plan
4. Post-programme: 90-day roadmap for continued progress

What's Actually in the Motivation Red Workbook

If you choose Option 2 or 3, here's what you'll work through:

Session 1 Content: Choice vs. Chance

Core Question: Do you feel in control of your transition?

Exercises:

- Mapping your agency landscape
- Identifying learned helplessness patterns
- Reclaiming areas of control
- Building decision-making confidence

Outcome: You'll distinguish between what you can and can't control, and practise making choices from agency.

Session 2 Content: Clarifying Your Why

Core Question: Are you moving towards something or just away from pain?

Exercises:

- Articulating your authentic "why"
- Distinguishing external vs. internal motivation
- Testing your reasons for durability
- Creating your motivation statement

Outcome: You'll have a clear, compelling reason for your transition that sustains you through difficulty.

Session 3 Content: Sustaining Momentum (Optional)

Core Question: How do you maintain drive over the long term?

Exercises:

- Building sustainable motivation systems
- Creating energy-preserving routines
- Developing setback recovery practices
- Designing accountability structures

Outcome: You'll have practical systems for maintaining motivation even when it's hard.

The Real Question

Here's what you need to ask yourself:

"Am I willing to stay stuck in Motivation Red, or am I ready to do the work to move forward?"

Because here's the truth:

- **Motivation Red won't fix itself**
- **Time alone won't resolve it**
- **A new job won't cure it**
- **More information won't clear it**

What WILL work:

- Structured reflection on your "why"
- Reclaiming your sense of agency
- Shifting from reactive to proactive
- Building sustainable drive systems

You can do this work alone (Option 1), with light support (Option 2), or with comprehensive guidance (Option 3).

But you need to do the work.

What People with Motivation Red Have Experienced

Here's what this looks like in practice:

Sarah, former consultant:

"I thought I was just lazy or broken. Understanding it was Motivation Red - that there was an actual pattern and a way forward - changed everything. Once I clarified what I was actually moving towards, the energy came back."

James, ex-charity director:

"The workbook helped me see I'd been running FROM my organisation rather than TOWARDS anything. Once I worked out my 'why,' everything shifted. I went from paralysed to purposeful in about three weeks."

Lisa, former teacher:

"I didn't think I needed the full programme, but having regular check-ins kept me accountable. I would have quit without that structure. Worth every penny."

Your Next Steps

Immediate (This Week):

1. **Acknowledge where you are**
 2. Your Motivation Red is real
 3. It's not your fault
 4. It's fixable
 5. **Decide your path forward**
 6. Option 1: Continue with free email course
 7. Option 2: Get the £97 Fix Your Red Bundle
 8. Option 3: Book a discovery call for the Complete Programme
 9. **Take one small action**
 10. Even if it's just scheduling time to think
 11. Forward motion matters
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If You Choose Option 1 (FREE):

You'll receive over the next 7 days:

- Day 1: Understanding Motivation Red (this guide)
- Day 2: The Agency Audit - where do you have control?
- Day 3: Your Motivation Statement - articulating your why
- Day 4: Towards vs. Away - shifting your orientation
- Day 5: Energy Mapping - what drains and sustains you?
- Day 6: Decision-Making Practice - building confidence
- Day 7: Next Steps - creating your action plan

These emails will arrive daily.

If You Choose Option 2 (£97 Bundle):

You'll receive immediately:

- Complete Motivation Red Workbook (30 pages, 15 exercises)
- Booking link for your first 30-min check-in call
- Welcome email with getting started guide
- 4-week email support access

Ready to start?

👉 [Get the Fix Your Red Bundle](#)

If You Choose Option 3 (£1,497 Programme):

Book a free 20-minute discovery call to:

- Discuss your specific situation
- Understand how the programme works
- Determine if it's the right fit

- Ask any questions

Ready to explore?

 [Book Your Discovery Call](#)

Remember This

Motivation Red is not permanent.

It's a symptom of:

- Professional conditioning that undermined agency
- Exhaustion from survival mode
- Unclear direction
- Loss of purpose

All of these can be addressed.

You've already taken the first step by completing the assessment and reading this guide.

The question now is: **What's your next step?**

Questions?

Email: paul@movingon.world

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You don't have to figure this out alone.

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This guide is for your personal use in understanding your assessment results.