

## MOTIVATORS ADAPTABILITY

Adapting to another's Motivational preference can be quite difficult! Sometimes Motivations are not readily observable or may be disguised in behavior that doesn't align to them. A key way to understand another's Motivations is to pay attention to the things they value, the way they speak, and where they spend their time and attention (or other resources). What do you see that drives them? You can use some of these questions to guide your discovery; you may ask them or just observe. Once you know someone's Motivators, you can interact with them in a more effective way.

<b>Aesthetic</b> 	<ul style="list-style-type: none"> <li>• What is beautiful to you?</li> <li>• How important is it for you that you can express yourself creatively?</li> <li>• Are form and aesthetics more important, or is functionality more important?</li> <li>• How important is work/life balance?</li> <li>• Do you find that you are more "head in the clouds" or more practical?</li> </ul>
<b>Economic</b> 	<ul style="list-style-type: none"> <li>• How important is winning for you?</li> <li>• What is a reasonable return on investment?</li> <li>• Do you generally think people have an agenda or want/need something from you?</li> <li>• Would you consider starting your own business or being an entrepreneur?</li> <li>• When you are faced with a situation do you first consider how it will affect you, or how it will affect others?</li> </ul>
<b>Individualistic</b> 	<ul style="list-style-type: none"> <li>• How important is it for you to be independent and autonomous?</li> <li>• If you could do anything you wanted today, what would it be?</li> <li>• Do you think people generally see the world the same way you do?</li> <li>• How do you feel about teamwork and collaboration?</li> <li>• What does "freedom" mean to you?</li> </ul>
<b>Power</b> 	<ul style="list-style-type: none"> <li>• What role do you typically take in a group?</li> <li>• How important is it for you to be in charge?</li> <li>• How would you motivate others to take action?</li> <li>• What kinds of things do you like to have control over?</li> <li>• Do you take initiative, or do you prefer direction before acting?</li> </ul>
<b>Altruistic</b> 	<ul style="list-style-type: none"> <li>• Do you have a hard time saying no, or feel overwhelmed and spread too thin?</li> <li>• What is considered a reasonable amount of assistance or help for others?</li> <li>• Would you more likely give to anyone who needs it, or only to those who deserve it?</li> <li>• Do you tend to sacrifice your needs for the needs of others?</li> <li>• Do you feel like you need to do things for others to be valuable or loved?</li> </ul>
<b>Regulatory</b> 	<ul style="list-style-type: none"> <li>• Is there a right way and a wrong way, or many ways to accomplish something?</li> <li>• How important is it for you to be right?</li> <li>• Are rules and regulations important to you?</li> <li>• How important is structure and process to you?</li> <li>• When you solve problems, do you prefer the tried and true approach or are you more flexible and open to options?</li> </ul>
<b>Theoretical</b> 	<ul style="list-style-type: none"> <li>• How important is it to understand all perspectives and details of a project/problem?</li> <li>• Do you consider yourself to be an expert in any field?</li> <li>• Would you rather spend time studying and reading, or just learn as you go?</li> <li>• What do you love about learning new things?</li> <li>• What do you think is most important – action or knowledge?</li> </ul>