



# Motivators Plus

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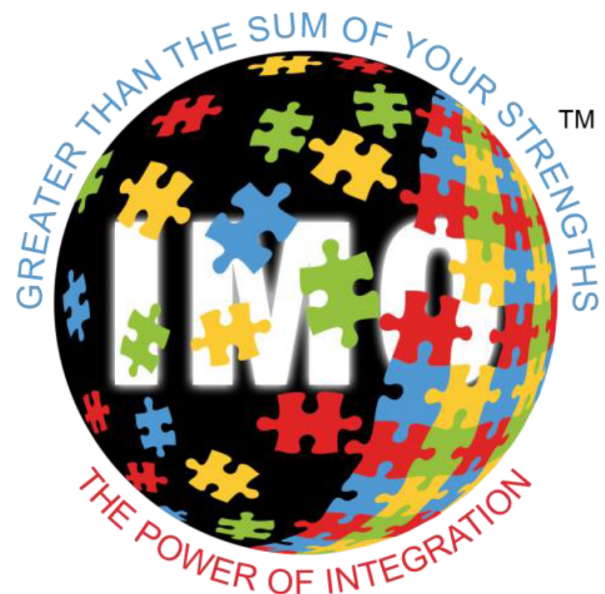
## YOUR INTEGRATED MOTIVATIONAL ORIENTATION REPORT

An integrated look at what drives us

The IMO Report offers a more robust way to understand motivation through the satisfaction of our primary core motivators explained in terms of our pursuit of specific activities at work.

Demo Sample

2/22/2018



## Inside Your Integrated Motivation Orientation Report

### Introduction: How Your Motivational System Works

An introduction to motivation and the Integrated Motivational Orientation Report.

### Your Integrated Motivator Orientation (IMO)

How three most important sources of motivation work together to create your own unique motivational style.

### Your IMO Preferences and Consistency Graph

How you consistently prioritize and organize the three powerful sources of motivation within yourself and your own environments.

### Your IMO

Your specific IMO preferences integrated into one overall style that captures the essence of your ideal self.

### Understanding Your IMO; The Seven Unique Motivational Elements

The seven sources of workplace motivation include: Aesthetic, Altruism, Economic, Power, Individualistic, Regulatory, and Theoretical Elements.

### Motivational Consistency & Direction Comparison Graph Summary

The motivational elements that you will use to best influence your overall direction towards personal fulfillment in work and life.

### The Motivator Word Matrix

Translates your numeric scores into a one-word descriptor and places each word in a relative position to other descriptors for a quick and easy high-level view.

### The Motivational Comparison Report

The comparison of your motivational scores relative to everyone else.

### A Deeper Dive

More detailed insights into your natural direction and consistency for each of the seven Motivational Elements.

### Tiny Steps Big Results Plan

How to apply your new insights into a workable plan for motivational success.

## Understanding How Your Motivational System Works

### An Introduction to Your Motivational Orientation (IMO)

**The big idea:** Motivation is central to our lives at work. Having a systematic approach to motivating your behavior is what matters—yours and others. This is a skill that can be learned.

**The aim of this report:** Is to help you understand some of the hidden forces of your motivators and to help you to increase the positive effects while reducing any of the potential harmful effects of your motivational orientation.

**An approach that works:** Understanding the building blocks of your motivational system and the ways in which they can work better for you is essential for growth and happiness. The simpler you can create pathways to influence what energizes, orients, and directs you to behave in certain ways, the better you can arrange things to make your actions more useful. What matters most is to get started by understanding (sufficient awareness and no more) how your motivational system works.

When using this report, focus on “what directly leads you to take action.” You won’t make yourself more effective by copying other people’s motives; you must first start with your own motivational nature and what serves you best and then make it automatic. The two main actors responsible for your success are your “motivational orientation” and your “environment.”

**The focus of this report:** Your unique Integrated Motivational Orientation (IMO) is the central concept of importance to you in this report.

#### Your IMO describes and identifies:

- Your motivational direction. Think of your motivational direction as specific goals to which your motivational energy will be directed.
- The types of work-related activities, events and structures that shape your IMO.
- Your IMO factor potential from weak to strong.
- Your relative IMO motivational consistency level: The potential effort you can count on when the right motives are present. You will also discover the level of consistency most preferred by you.

#### Your IMO does not describe nor does it identify:

- What you do (behavior). Some of your behaviors (i.e., the characteristics you exhibit while you do things) are not aroused by motivation. For example; habits, reflexes, routines and instincts are not aroused by motivation.
- Your IMO does not identify how well developed your preferences are or how well you use them.

## Your Integrated Motivator Orientation (IMO)

### The Power of Your Integrated Motivator Orientation (The How)

At the heart of your IMO are specific preferences that are consistently important to you.

Your specific preferences work together to form an overarching orientation that reflects the consistency of how you want to shape your behavior and energize your efforts.

Your unique IMO acts as a set of requirements or demands you place upon yourself as part of your approach to fulfilling what is important to you. Your unique IMO also acts as a potential trigger point that can be activated by outside threats to what is important to you.

Your IMO identifies your sources of motivational preferences in three areas that all people feel are important. The fulfillment or thwarting of your motivational preference promotes in these three areas a sense of full engagement (flow); a feeling of being controlled and pressured; or a lack of intention (a-motivation). Your specific preferences within your IMO are measured using each pair of opposites below.

### The (3) opposing measures of motivational preference

#### Lower Consistency

##### Rule Dependent

Your preferences for shaping your behavior and being energized by adherence to existing rules and structures.

##### Intuition

Your preferences for shaping your behavior and being energized by taking what you currently know and have already experienced as your primary approach to seeking and taking in information.

##### Accommodation

Your preference for shaping your behavior and being energized by your approach to supporting others even at personal cost or disadvantage.

#### Higher Consistency

##### Freedom & Autonomy

Your preferences for shaping your behavior and being energized by experiencing and expressing your autonomy and freedom.

##### Truth Seeking

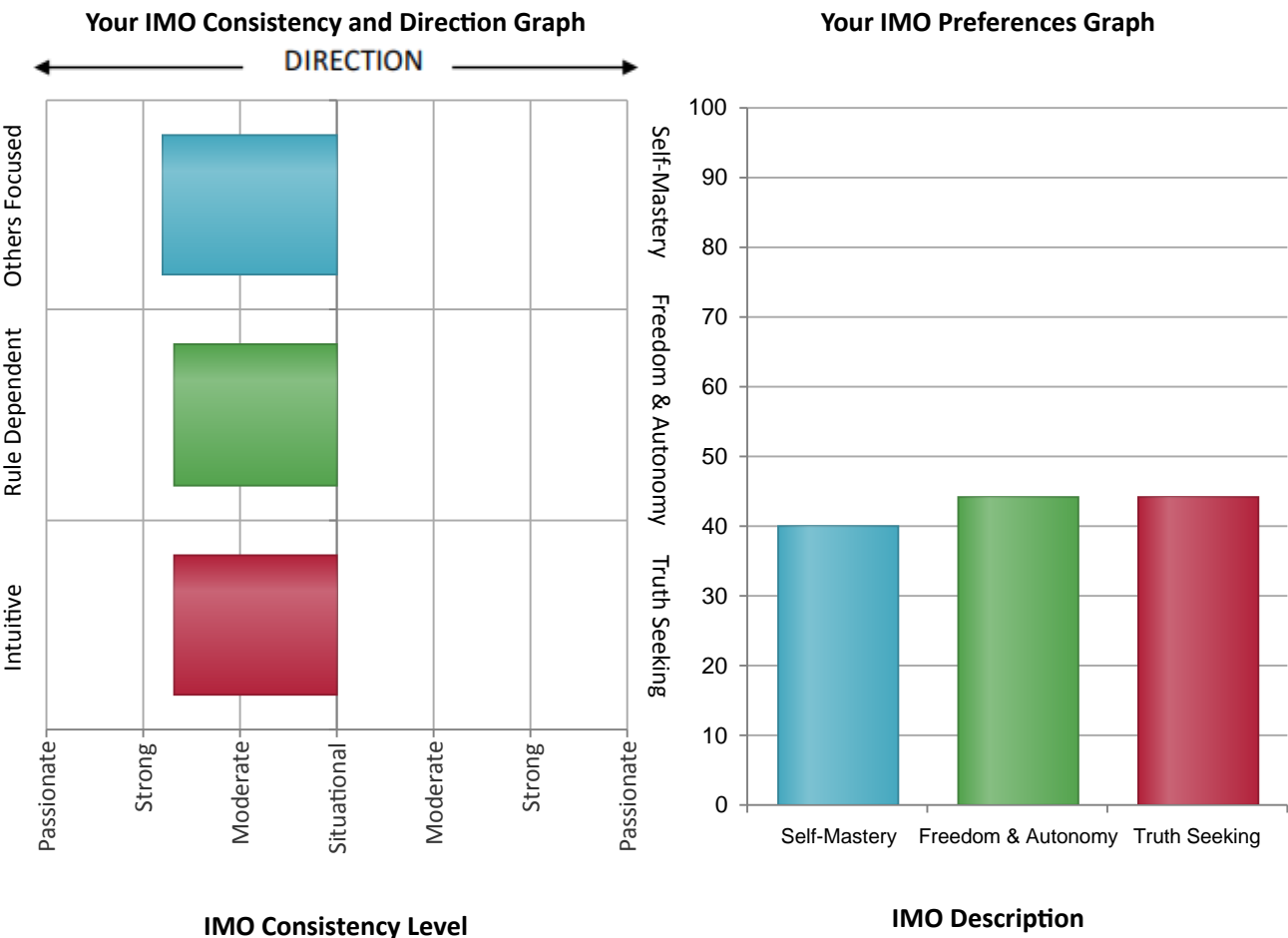
Your preferences for shaping your behavior and being energized by uncovering the objective truth to reduce any uncertainties. The need to discover the “why” concerning what is expected of you takes precedent over the “how.”

##### Self-Mastery

Your preference for shaping your behavior and being energized by your approach to self-enhancement and competency to assurances in reaching your desired outcomes.

### Demo's IMO Preferences and Consistency Graphs

Demo's IMO preferences graph indicates the sources of your motivational preferences you use to organize, energize, and move yourself towards an action. Your IMO consistency and direction graph indicates the level of consistency and direction of your prioritized sources of motivation when engaging your motivational preferences.



Your IMO **Preferences** Graph on the right side of this page identifies and describes your prioritized sources of motivational preference. This graph indicates how you organize and prioritize your approach to motivation. These different “approaches to organizing and prioritizing” the three areas of motivational importance create our differences. Your IMO **Consistency** Graph on the left side of this page reflects your direction towards two “opposing sources” of motivation.

The graph also reflects how consistently you prioritize a specific source of motivational preference over the others. Think of your motivational preferences as your right and left hands. Most of us favor using one hand over the other to carry out specific tasks. In a similar way, you have favorite or specific preferences in how you shape and want to energize your behavior.

## Demo's Integrated Motivator Orientation (IMO)

### Demo, Your IMO Is: The Story Teller

The Story Teller (Situational Learning Style 2):

**Objective:** The Story Teller's (General Style 2) main objective is to seek autonomy as well as creative, cooperative, and traditional avenues of learning and assisting others with their life goals while sidestepping challenging people and ideas.

**Basic Desire:** You will have an original/unconventional approach to problems, challenges, and opportunities and may find it hard to be understood by others. When faced with established rules, systems, or protocols, you may display a standalone Gypsy-Spirit that defies conventional thought when appropriate.

**Learning Preference:** Your basic learning preference means you study enough to get yourself over the hump, but may fail to go any deeper. You may rely more on instinct and past experience as opposed to digging too deep into complex ideas or problems.

**Energizing Activities:** You will likely seek creative and innovative outlets, creative expression, the outdoors, imaginative expression, the arts, and alternative and sometimes-unconventional solutions to solving personal as well as other people's problems.

**Focus:** You will likely focus on creative expression and assisting others and their needs while oftentimes neglecting your own. Finding creative and alternative solutions that produce a sense of purpose in the world is commonplace for your type.

**Potential Blockers:** Potential blockers are created when you settle for what you can get as opposed to fighting for what you want regardless of what you know. You see mundane work as a necessary evil and therefore may put more energy into dreaming rather than doing. You will be interested in gaining enough practical knowledge to solve immediate problems, but will not likely pursue knowledge for knowledge's sake.

**Potential Strengths:** Your strength is three-fold and lies within your ability to think outside the box, present ideas well, and express with your intuition. You are a creative problem solver who is likely benevolent, cooperative, and usually unconventional.

**Potential Conflicts:** Inner and outer conflicts associated with your style include a high need to innovate without accessing the knowledge to support it. Cause and mission may take precedent over achieve what you need.

## The Seven Sources of Motivation Underlying Your IMO

Underlying your IMO are seven **specific** sources of motivation known as motivational elements. Each one of your seven motivational elements will be measured using each pair of opposing sources below. Your IMO organizes your seven specific motivational elements into three groups of integrated values containing higher and lower intensities in unique and differing combinations.

### The Motivational Orientation Opposites Spectrum

#### Lower Consistency

##### **Grounded**

Your preference for shaping your behavior and being energized by pragmatic and tangible approaches that bring concrete and reliable results..

##### **Satisfied**

Your preference for shaping your behavior and being energized by less competitive approaches and being more satisfied with what you already have.

##### **Secure**

Your preference for shaping your behavior and being energized by not seeking the limelight, keeping ideas to yourself, and a less likelihood of self-promotion.

##### **Submissive**

Your preference for shaping your behavior and being energized by supporting other people's efforts and a less focused approach to owning your own personal space.

##### **Self-Focused**

Your preference for shaping your behavior and being energized by focusing on personal wants and needs and taking a more suspicious stance towards the motives of others.

#### Higher Consistency

##### **Aesthetic**

Your preference for shaping your behavior and being energized by achieving equilibrium and harmony between the world around you and yourself

##### **Economic**

Your preference for shaping your behavior and being energized by self-interest, economic gains, and achieving real-world returns on efforts.

##### **Individualistic**

Your preference for shaping your behavior and being energized by expressing your autonomy and freedom from others' ideas and protocols.

##### **Power**

Your preference for shaping your behavior and being energized by directing and controlling people, environments, and personal spaces.

##### **Altruism**

Your preference for shaping your behavior and being energized by helping and eliminating pain and suffering at personal cost.

## The Motivational Orientation Opposites Spectrum (Continued)

### Lower Consistency

#### Defiant

Your preference for shaping your behavior and being energized by remaining independent of as opposed to depending on the restrictive ideas of others.

#### Dis-Interested

Your preference for shaping your behavior and being energized by a more dismissive view of gathering new information and discovery while relying more on your natural instincts and past experiences for answers.

### Higher Consistency

#### Regulatory

Your preference for shaping your behavior and being energized by establishing routine, order, and setting boundaries for yourself and others.

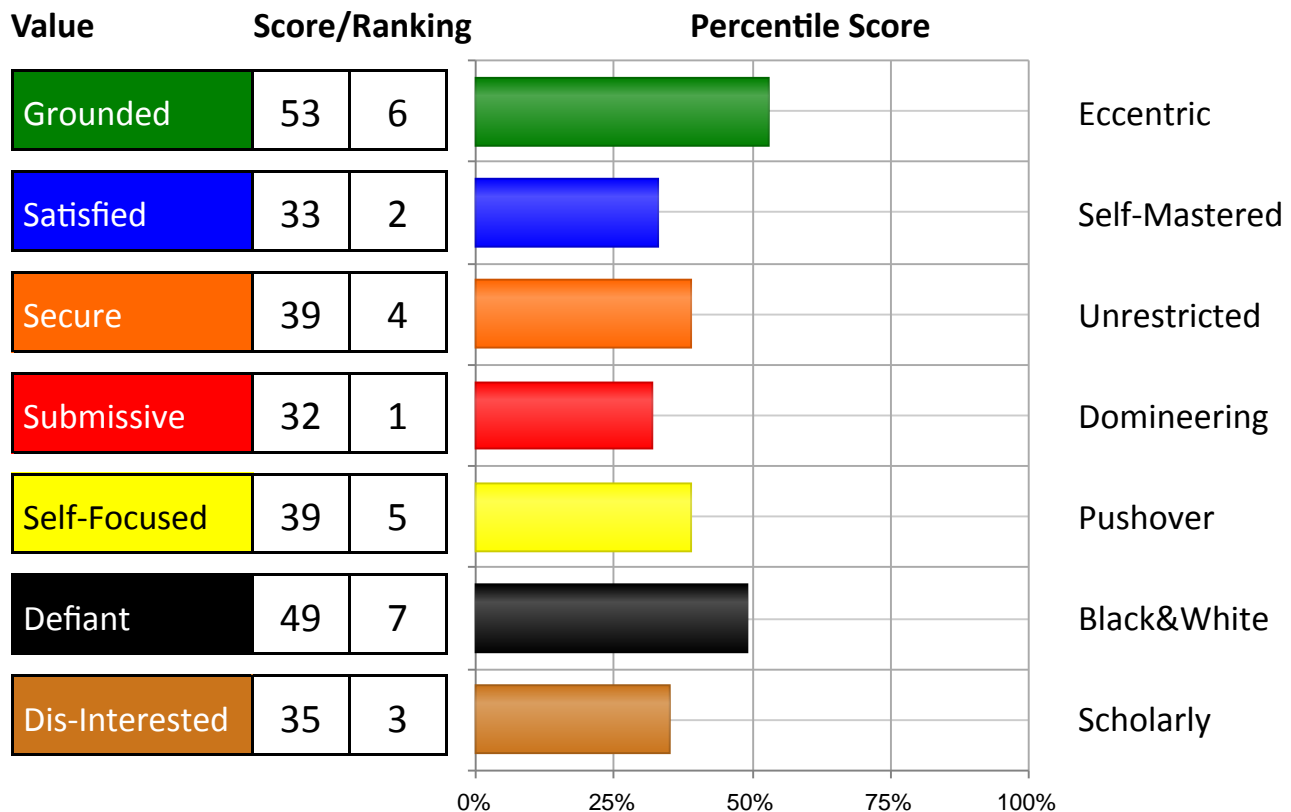
#### Theoretical

Your preference for shaping your behavior and being energized by activities towards knowing everything that can be known about what you believe to be important and truthful.



## Demo's Motivational Consistency & Direction Graph

This represents the combined sources that drive your consistency of motivation.



## Understanding Your Motivational Consistency and Direction Graph

The IMO elements listed above are structured into an integrated system of priorities by the dynamic relationships among them. This graph does not measure intensity, but rather it measures your motivational consistency (what you gravitate towards given the chance).

The graph above measures your unique motivational priorities identified by how you ranked the relative importance of the seven (7) IMO elements above. Your ranking is important because what affects your behavior is the trade-off (unique prioritizing) you make among all seven elements, not the importance of any one element alone.

These elements have been ranked highest to lowest (ranging from 1-7). Your consistency in selecting individual preferences is expressed by the length of a bar in either direction. A shorter or longer bar in either direction indicates a consistency of preference for one motivational element over another. The shorter the bar the more inconsistent your preference, the more moderate your bar the more situationally oriented you are in that specific element. The longer the bar the more you consistently prefer a specific element and the more you will favor environments that favor that element.

## A Deeper Dive

### Demo's IMO Element Direction and Consistency Details

Each individual IMO element's direction identifies the pathways you will prefer to best influence your emotional fulfillment. Your emotional intensities will either contradict or assuage your overall outcome.

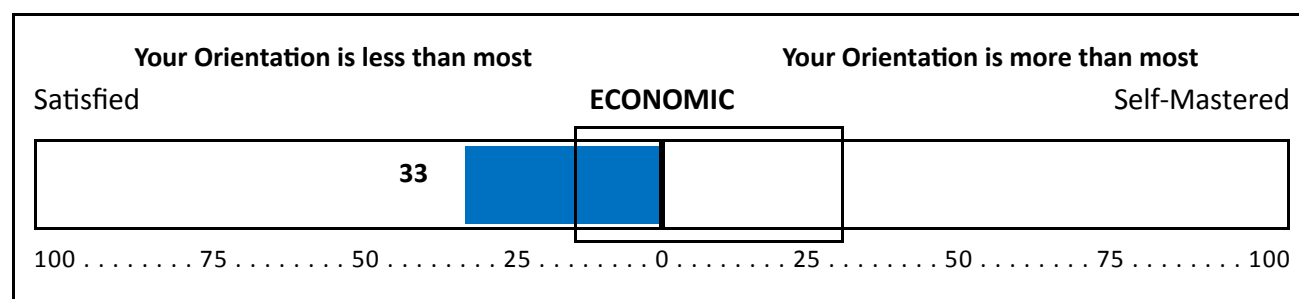
### Your Aesthetic Direction



### Your Aesthetic Direction:

Measures the intensity for achieving equilibrium between the world around us and within us while creating a sustainable work/life balance between the two. High scores within this motivator suggest a need to explore unconventional and alternative approaches to the world at large. Lower scores within this motivator suggest a pragmatic approach to the world. Those who score lower within this motivator approach matters in no-nonsense, straightforward, and functional ways. Sensible goals with real-world applications are the main objective.

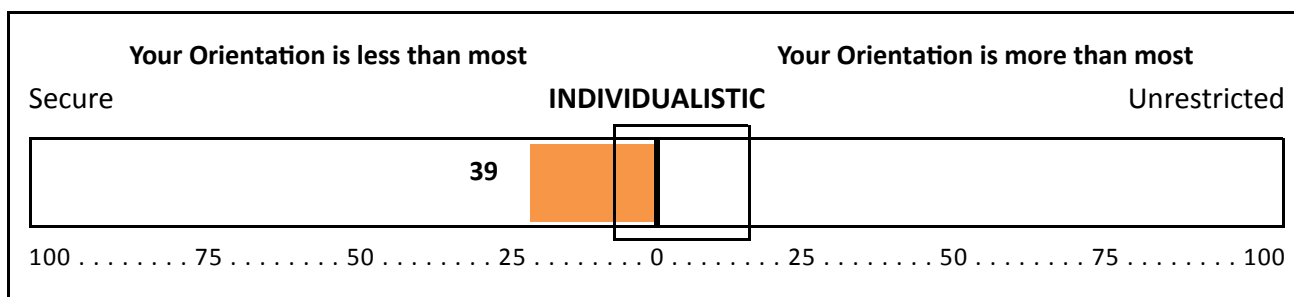
### Your Economic Direction



### Your Economic Direction:

Measures the intensity for gaining real world returns for a person's personal effort within the world. High scores in this motivator suggest a competitive mindset as well as an emotional need to gain equal-to or greater-than returns from the investment of your time, energy, and resources. Lower scores suggest a less competitive mindset. Those who score lower on this motivator will likely settle for what they can get as opposed to fighting for what they want or think they deserve.

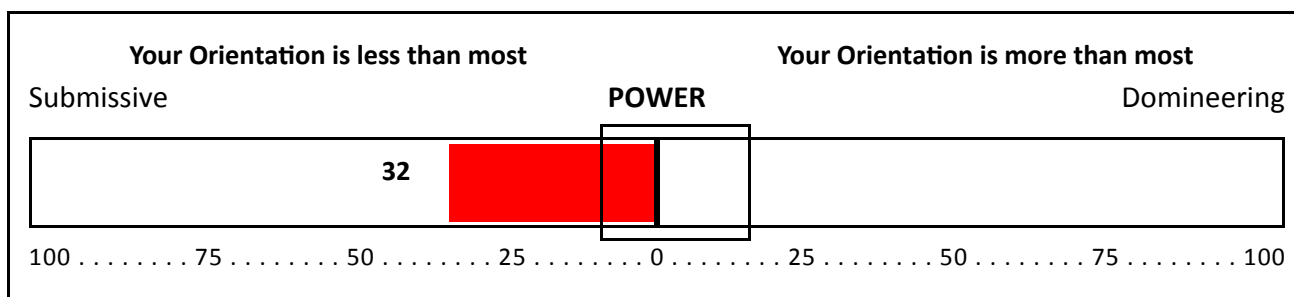
## Your Individualistic Direction



### Your Individualistic Direction:

Measures the intensity for setting one's self apart from others to gain freedom, autonomy, and specialness. High scores within this motivator suggest a need to project one's ideas and unique qualities onto the world and others that they may appear different and outstanding. Lower scores within this motivator reflect a more secure and cooperative attitude. Those who score lower on this motivator do not seek the lime light and may keep their ideas to themselves while not feeling the need to self-promote.

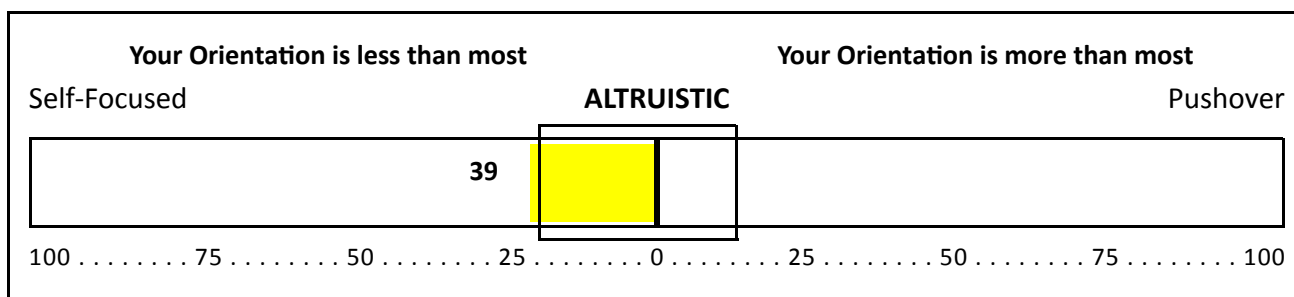
## Your Power Value Direction



### Your Power Direction:

Measures the intensity for directing and controlling people, environments, and spaces. High scores within this motivator suggest a need to direct and control one's destiny, immediate space, and the people within that space. The higher the intensity within this motivator, the lesser the desire to understand others' plights or opinions. Lower scores within this motivator suggest a need to be behind the scenes supporting someone else's efforts. People with a lower intensity prefer not to shoulder all the weight that accompanies larger responsibilities associated with leading and owning their personal space and destiny within the world or someone else's.

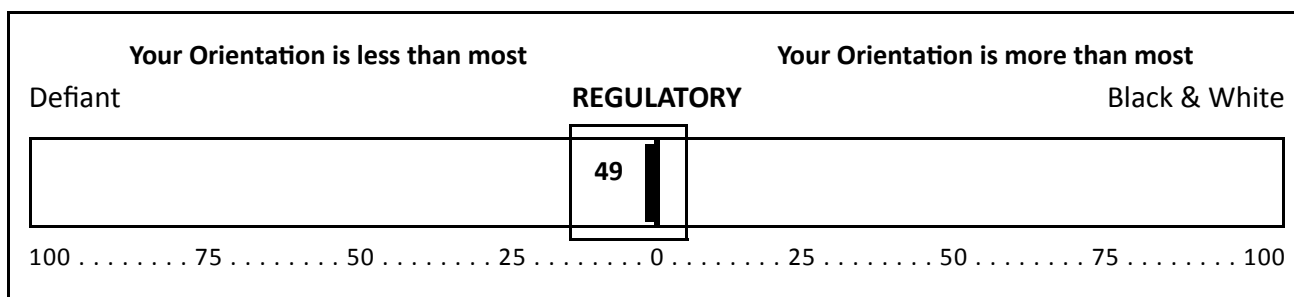
## Your Altruistic Direction



## Your Aesthetic Direction:

Measures the intensity for achieving an element of sacrificial living through elevating others at the expense of the self. High scores within this motivator are indicative of seeing a greater value in others while missing or neglecting the value of self. Lower scores suggest a greater self-interest along with a suspicious mindset because of a greater emotional distance between yourself and others. Very high scores can reflect a greater intensity of low self-worth or a failure to see the value in yourself clearly.

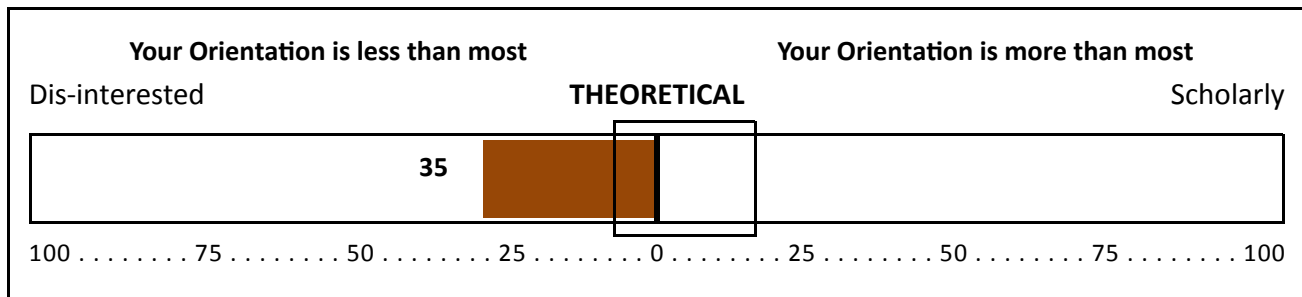
## Your Regulatory Direction



## Your Regulatory Direction:

Measures the intensity for doing things right within a structured world. High scores within this motivator suggest a need to follow established rules, pathways, and protocols, while enforcing strict guidelines on others who may not be so inclined to do so. Lower scores within this motivator suggest a to-each-his-own attitude toward the world at large. Those who score lower within this motivator believe there's more than one way to skin a cat—they live less structured lives and are open to more options and other opinions. They remain independent of as opposed to dependent on the restrictive ideas of others.

## Your Theoretical Direction



### Your Theoretical Direction:

Measures the intensity for needing to know the truth about a thing. It reflects a capacity to uncover, discover, and recover all the necessary information associated with a thing. High scores in this motivator suggest an emotional need to gather all the facts and data relating to a thing before moving forward in an environment. Lower scores reflect a more relaxed and intuitive approach to information and discovery. Rather than gathering all the information, a situational approach where one only gathers what he or she believes is necessary will apply.

## Demo's Motivator Element Word Matrix

Eccentric	Pushover	Self-Mastered	Unrestricted	Domineering	Black & White	Scholarly
Impractical	Sacrificial	Maximized	Independent	Forceful	Fixed	Fact-Finder
Unconventional	Accommodating	Competitive	Self-Reliant	Authoritative	Systemic	Studious
Divergent	Obliging	Incentivized	Creative	Controlling	Orderly	Investigative
Imaginative	Supportive	Practical	Balanced	Directive	Disciplined	Inquisitive
Sensible	Helpful	Judicious	Cooperative	Influential	Open-Minded	Reflective
Realistic	Self-Protective	Relaxed	Accommodating	Supportive	Flexible	Street Smart
Practical	Suspicious	Aloof	Supportive	Yielding	Independent	Intuitive
Real World	Distrusting	Apathetic	Apprehensive	Passive	Spontaneous	Surface Analyzer
Grounded	Self-Focused	Satisfied	Secure	Submissive	Defiant	Dis-interested
<b>AES</b>	<b>ALT</b>	<b>ECO</b>	<b>IND</b>	<b>POW</b>	<b>REG</b>	<b>THE</b>

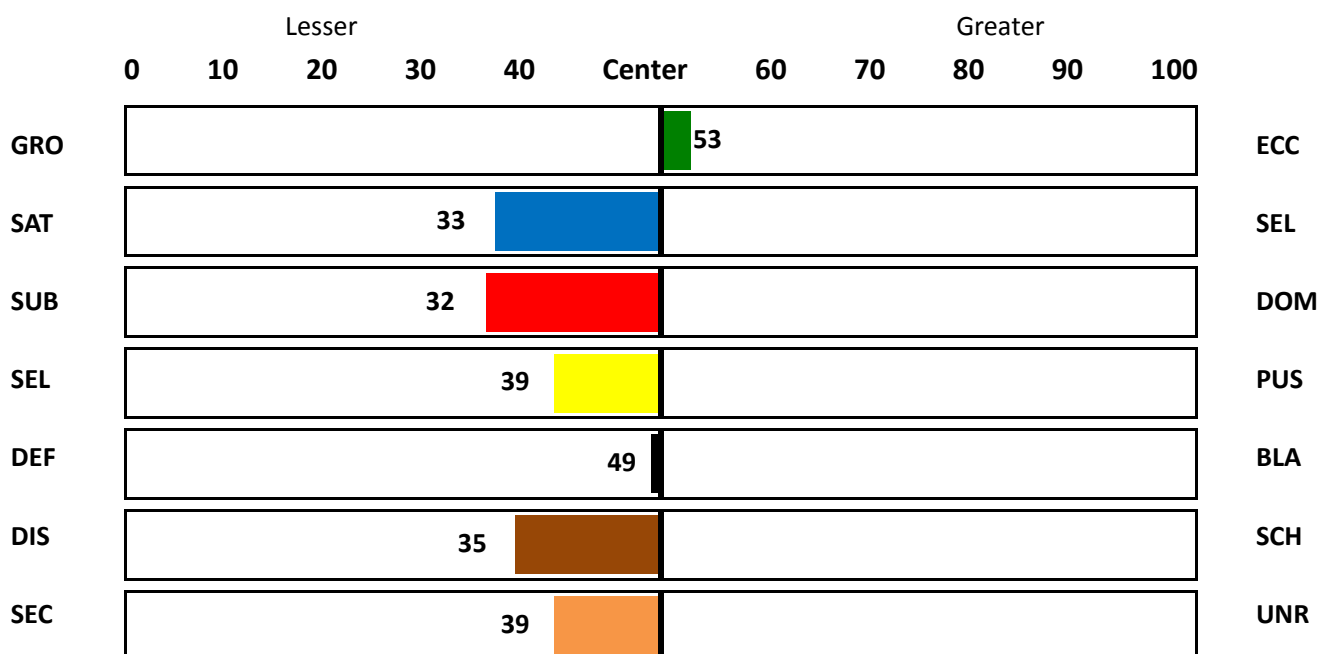
### Chart your descriptors for a better sense of what drives your motivation

The motivator element word matrix translates your numeric score into a one-word description and places each word in a relative position to other descriptors.

By labeling your numeric score with one word you can better understand, describe and locate both your motivator orientation and its direction.

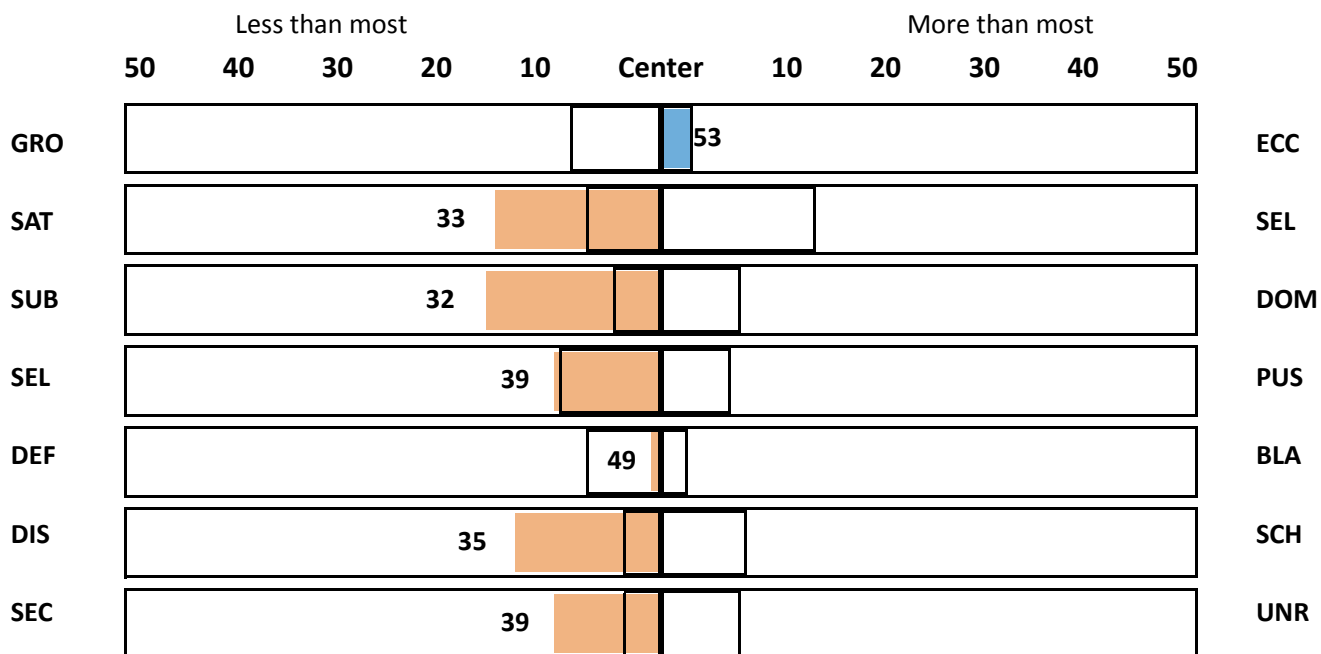
## Your Motivational Comparison Graphs

Evaluate the direction of your scores

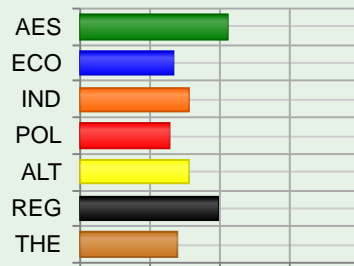


## How different are you from everyone else?

Compare the direction of your scores to everyone else



## THE AESTHETIC ELEMENT



**The Aesthetic Element:** The main motivation in this Element is the strong desire and *need* to achieve equilibrium between the world around us and ourselves (within) while creating a sustainable work/life balance between the two. Creative, imaginative, arty, mystical and expressive, this style may redefine or resist real world approaches to current challenges.

### General Traits: High Aesthetic

- You will really appreciate things and places purely for their intrinsic value rather than any status reasons.
- You tend to appreciate the deeper meanings in life (e.g., these may include interesting clothing, beautiful places, alternative foods, and the like).
- You work better in surroundings that are pleasant aesthetically or environmentally responsible. You are more sensitive and intuitive to issues others may have a hard to put a finger on.

### Key Strengths: High Aesthetic

- You will attempt to solve practical problems in unconventional ways.
- You likely think beyond yourself in regards to work and will seek balance between yourself and your surroundings.
- You don't just go to work; you're usually on a mission.

### Motivational Insights: High Aesthetic

- You show an interest in the deeper meaning of ordinary things.
- You work to live rather than live to work.
- You ensure that creativity and form work in tandem with function and results.

### Training/Learning Insight: High Aesthetic

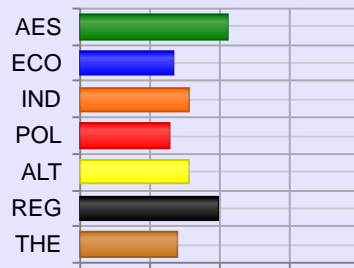
- You have the ability to connect training and development to people's creativity and intuition.
- As you learn new things, link them to your ability to see beyond the present and your unconventional approach to life and work.
- You combine new knowledge with creativity to achieve harmony and balance in work and life.

### Continual Improvement Insights: High Aesthetic

- You could be using creative and complicated ideas as a safety blanket to avoid having to be overly pragmatic.
- You could benefit from being a little more realistic and sensible.
- It's OK that some don't understand and appreciate your passion and creativity as much as you do.



## THE ECONOMIC VALUE ELEMENT



**The Economic Element:** This Element examines the motivation for security from self-interest, economic gains, and achieving real-world returns on personal ventures, personal resources, and focused energy. The preferred approach of this Element is both a personal and a professional one with a focus on ultimate outcomes.

### General Traits: Low Economic

- While not driven by money, you may be sensitive to perceived inequities and injustices and will not want to be a victim to others demands.
- You are not driven by monetary rewards and competitive frameworks.
- Your lower Economic drive here may indicate that you believe money is for spending on things you want.

### Key Strengths: Low Economic

- To you, monetary compensation is a basic function, but look to higher levels of value in the report to connect with where your real passion lies.
- You see a much wider spectrum of the picture, not just your own needs.
- You rarely (if ever) look at a project with a "what's in it for me" perspective.

### Motivational Insights: Low Economic

- You should provide a variety of work projects or tasks for others.
- Avoid measuring your performance by your love for it only.
- You should remember to praise others for their continued contributions to the job, sometimes even without highly visible recognition.

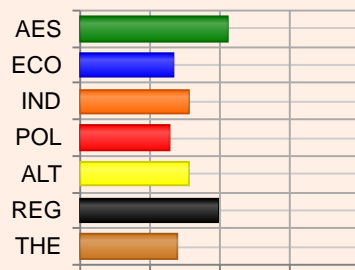
### Training/Learning Insight: Low Economic

- You score like those who appreciate cooperative over competition.
- You may prefer team-oriented activities as opposed to the lone wolf approach.
- You may prefer just hanging out and enjoying others to having to compete with them.

### Continual Improvement Insights: Low Economic

- You may avoid making tough decisions and potential conflicts that may negatively impact others on the team.
- You should avoid spreading yourself too thin by taking on responsibilities that could be done by someone else.
- You may mistake "I can't" for "I won't" and will fear saying "no" to people because it looks bad.

## THE INDIVIDUALISTIC VALUE ELEMENT



**The Individualistic Element:** The Individualistic Element deals with one's need to be seen as autonomous, unique, independent, and to stand apart from the crowd. This is the drive to be socially independent and have opportunity for freedom of personal expression apart from being told what to do.

### General Traits: Very Low Individualistic

- You will likely support others while rarely focusing on gaining the personal support you may want or need.
- You may never make the necessary noise surrounding important issues and therefore will set yourself up for being overlooked.
- Because you don't seek attention for your efforts, you may be left feeling like a ghost seeing you never draw attention to yourself.

### Key Strengths: Very Low Individualistic

- You'll likely be the unsung hero of any project or team endeavor.
- Not one to draw attention to your own efforts you will likely be pointing out the efforts of others.
- You'll likely be seen as supportive and serene when the pressure is on.

### Motivational Insights: Very Low Individualistic

- You may need more support than you initially imagine.
- You'll prefer a supportive environment where members are equally recognized.
- Don't accept leadership roles that make you uncomfortable.

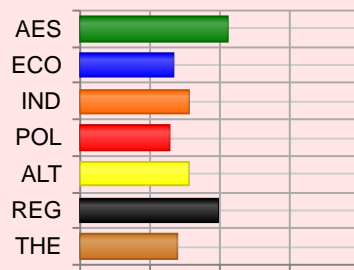
### Training/Learning Insight: Very Low Individualistic

- You may enjoy more tradition type learning activities as opposed to very unique or unordinary settings.
- You will likely be more disciplined than chaotic when involved in training activities.
- You may be more practical and less innovative when called upon.

### Continual Improvement Insights: Very Low Individualistic

- If not a dominant person, you may shutter to think about public speaking or directive roles.
- You may struggle with social poise and people interaction at times.
- You may settle for less as opposed to fight for what you want.

## THE POWER ELEMENT



**The Power Element:** This Element is about being seen as a leader, while having influence and control over one's environment and success. Competitiveness and control is often associated with those scoring higher in this motivational dimension.

### General Traits: Low Power

- You may be more of a maintainer than you are an obtainer in certain situations.
- You may pick and choose or avoid positions of intense responsibility.
- You will excel when in situations that require a maintenance mindset over very high drive.

### Key Strengths: Low Power

- You don't have to be the one always behind the wheel; you may be just as happy to chat with a friend in the back seat.
- Personal accomplishments far outweigh the need for recognition and power.
- You will likely wait your turn and not jump in front.

### Motivational Insights: Low Power

- Remember not to say yes to things you don't really want to do.
- Use your stabilizing ability when working with others and don't allow others to run you over.
- You won't need to ask for input once decisions are final and people have moved on.

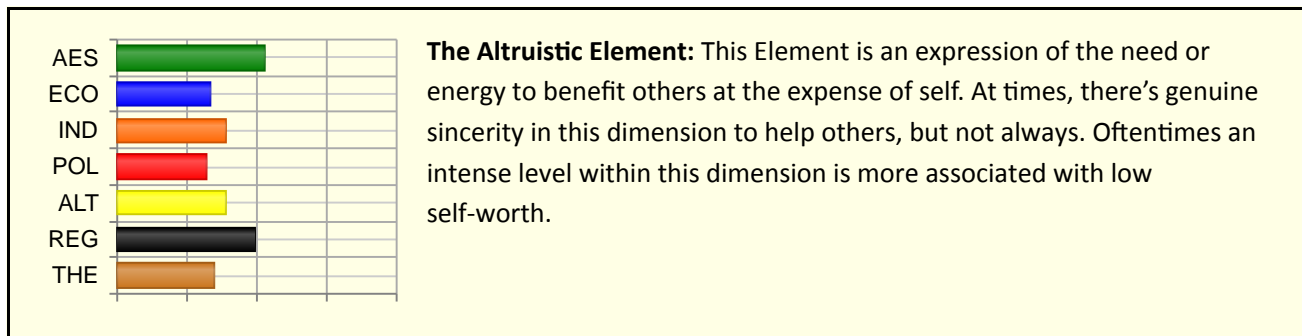
### Training/Learning Insight: Low Power

- You may not want to compete, but will feel at home when working as a team.
- You will likely enjoy group activities with some leadership opportunities.
- Being forceful isn't always bad.

### Continual Improvement Insights: Low Power

- You might second-guess your own ideas and therefore hang back when unsure of what to do.
- You may need to remind yourself that life is what you make it.
- You might be a target for aggressive people who may want to take advantage of your willingness to support.

## THE ALTRUISITIC VALUE ELEMENT



### General Traits: Low Altruistic

- You probably have low tolerance for people who complain and whine about their problems.
- Depending on how far below the mean your intensity is on this scale, you're experience with most people may not be worth talking about.
- You will protect your own turf at times and want to qualify people you don't know.

### Key Strengths: Low Altruistic

- You have little to no patience for ignorance.
- You will be difficult to take advantage of in business.
- You will likely make decisions that will benefit your future.

### Motivational Insights: Low Altruistic

- Remember that there will be a decent amount of people that may believe you don't like them.
- Your approach will be unemotional and will appear disconnected if your "Influence" measurement is below 50% within your DISC score.
- You connect all outcomes to practical needs as opposed to people needs.

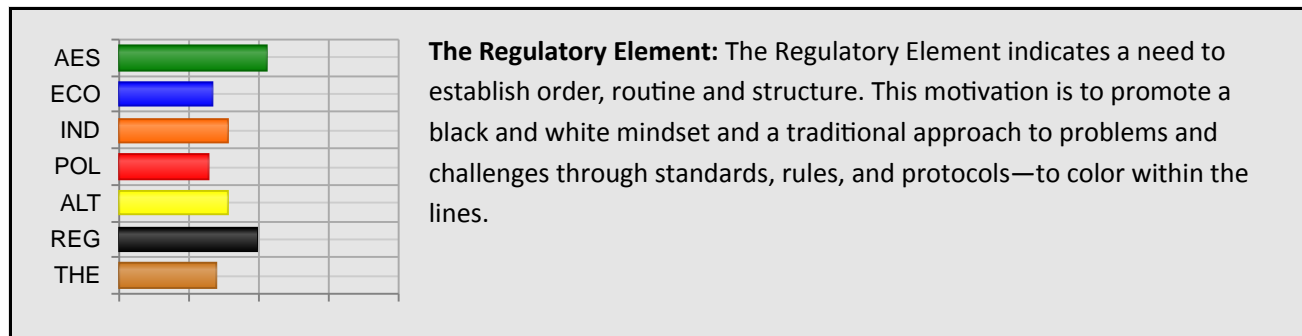
### Training/Learning Insight: Low Altruistic

- You may not enjoy cooperative learning activities as opposed to activities that require directing and controlling.
- Being forceful isn't bad, but sometimes it scares people if it's too strong.
- Be aware of your no nonsense approach to other people.

### Continual Improvement Insights: Low Altruistic

- Some people might misunderstand your motives.
- You may benefit from placing yourself in someone else's shoes more often.
- Even though you may care about people, some will think you have a funny way of showing it.

## THE REGULATORY VALUE ELEMENT



### General Traits: Average Regulatory

- You have no extremes when it comes to regularity and dependence on methods that work.
- You have no extremes when it comes to desiring an organized and stable environment.
- You can appreciate details to a point, but will likely not depend on them.

### Key Strengths: Average Regulatory

- You understand logical sequence, but will be able to move things around when necessary.
- You can moderate those who may challenge established authorities while understanding both sides.
- You are a situational doer, being able to work within established structures or within arenas that may lack guidelines.

### Motivational Insights: Average Regulatory

- You can be a breath of fresh air within routine environments.
- You can create policies and procedures that speak to post modern minds.
- You can mediate between those who think status quo and those ready for change.

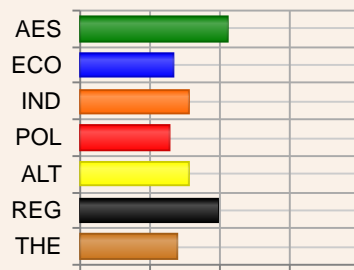
### Training/Learning Insight: Average Regulatory

- You're open to new ideas and creative solutions that work as long as there are no extremes.
- You will likely get behind programs that have been proven to work well when dealing with people and training initiatives.
- You will typically settle upon ways that have been established and proven effective.

### Continual Improvement Insights: Average Regulatory

- You may need to take a stronger stand on some important issues.
- You may need to take more risks.
- It might be a good idea to explore more options when facing challenges.

## THE THEORETICAL VALUE ELEMENT



**The Theoretical Element:** The desire to uncover, discover, and recover the "truth." This need to gain knowledge for knowledge sake is the result of an "itchy" brain. Rational thinking (frontal lobe), reasoning and problem solving are important to this dimension. This is all about the "need" to know why.

### General Traits: Very Low Theoretical

- You won't appreciate learning for learning's sake as it may sap your energy.
- You probably are theoretically looking for the road of least resistance.
- You simply don't have a strong need to know what you don't know.

### Key Strengths: Very Low Theoretical

- You are not narrow-minded.
- Your imagination is probably very active.
- The ends probably justify the means.

### Motivational Insights: Very Low Theoretical

- You choose to focus on the big picture as opposed to doing the "deep dive."
- You like to cut to the chase and not waste energy on non-essentials.
- Remember, you have a way of looking at the broader perspective.

### Training/Learning Insight: Very Low Theoretical

- You should avoid getting bogged down in the hypothetical and theoretical.
- You should link training and professional development to other areas of the values graph where you sit outside the national norm.
- The trainer or presenter may need to force-feed you some important details, especially if they are perceived as unimportant or a waste of your time.

### Continual Improvement Insights: Very Low Theoretical

- You may have trouble connecting the dots within certain subjects.
- You may quickly reach information overload.
- You may find you don't have a large capacity for retaining information.

## Guidelines to help you explore and apply what is in this report.

1. The scores in this report are a snapshot in time. These scores represent your preference-pathways (desires, such as being in control or not) at the time you completed the survey. These are not lifelong motivators from which you have no choice or power to influence. Your scores are not the end of your learning they are the beginning of what you have learned.
2. There is no good or bad scores to have, but there are consequences. If you do not like the level of effort you feel toward your goals, how you are behaving toward others or how others are behaving toward you, you can influence them through intended behavior and emotions (See your DISC).
3. The key is to understand your motivational preferences so you can flex with the situation to encourage progress.

## What works

- Decide what level of effort and intensity (energy) you want to use moving forward.
- Pick one simple behavior such as how long you take to think through a problem or how you endeavor to get what you need from someone.
- Make it easier to do using your motivational orientation you have right now rather than finding a greater or a more difficult motivational element.
- It is important for you to develop a practical understanding of your own motivational orientation so you do not trick yourself into feeling you lack motivation. We are all motivated but we may lack the “emotional energy” (your natural/concealed DISC graph) for the process of getting what we want.

## What is proven not to work?

- Not starting or giving up.
- Getting more information. Information may help to change your attitude and intention but information alone does not work well to change your behaviors. Advice is hard to give and receive. When you hear advice, you may not be sure it will work for you. The way to get unstuck is not becoming extreme by exaggerating your efforts or stopping them altogether. Try doing something small and then look at the evidence.
- Wanting to get better at something is easy. Sticking with small changes is a different story.
- Avoid pursuing “ideal motivational activities or work.” Instead, improve your pursuit of vital work/activities using your natural motivational orientation within this report.

## Tiny step big results plan

**You are only a few behaviors away from making progress.**

Where do I currently excel at work and what motivational elements are in play already?

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Which motivational elements don't need any additional attention?

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With which motivational elements am I currently struggling and need an extra boost?

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Using my understanding of my motivational orientation, which types of additional motivations would work best for me?

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Using my understanding of my motivational orientation, which types of additional motivations would not work for me right now?

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Now the next step is to reduce the harmful elements on our motivational pathways. Choose one harmful influence on your motivational orientation (take in small steps) I will act on today. (Wash, rinse, and repeat).

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Choose one positive influences on your motivational orientation (take in small steps) I will act on today. (Wash, rinse and repeat).

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My report uncovered the following orientations that I need to build defenses for to better reduce harmful effects on my motivation. (list up to three (3)).

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I have learned that we all are motivated to get better but we get stuck with the process we must go through to move toward what we want. How can I make the process of making progress smaller and simpler? (list up to three (3)).

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When I take the above steps, I will remind myself the difference between moving ahead and stopping is very small. (Write this previous sentence on a post it notes and place it by the door of your office, bedroom or bathroom so you can physically “tap” it to solidify it in your mind).