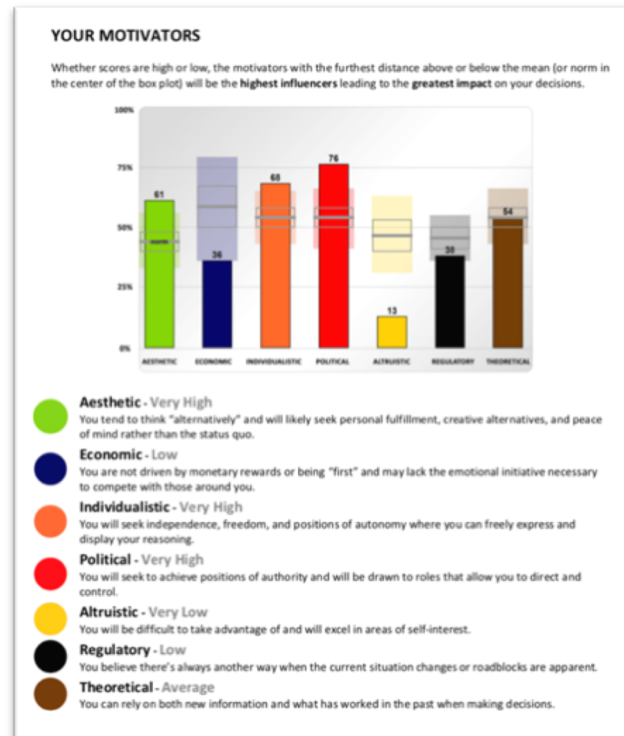# Motivators Report Update – July 2018

On a periodic basis we assess our normative data. We recently reviewed our Motivator information and adjusted our norms to accurately locate, describe and classify scores into updated, useful groups.

Here are the differences you will notice on the graphs in the report:

1. The **lightly colored shaded area** for each Motivator highlights **50% of the population's scores**. This means that if you took a normal sample of motivator scores and ranked the scores from 0 – 100, you can expect that the middle 50% of the scores would fall inside the shaded area.

    Note that the height of each shaded area may be different. The height of each box shows the spread of the scores in the middle. If your score is within the shaded area, you know that you score within the middle 50% of scores AND you can see how similar or different you score from others in the middle.

2. The **norm box** (small grey box plot) now represents the AVERAGE scoring range. The scores inside this box represent the scores of people who are **more like everyone else** (therefore, it is considered **normal**).

    The grey line in the center represents the **median score**. Like the median in a road, the median divides the range of scores into equal halves. 50% of the scores are above the median line and 50% of the scores fall below the median line.

    When scores fall inside the norm box, the scores are **situational** in that dimension and tells us that those individuals consistently ranked the statement sets of that dimension **both high and low**.

3. The **scores from 1-99** reveal the level of importance of that motivator to the person. Higher numbers mean the person consistently ranked the motivator as more important & lower numbers mean the motivator was consistently ranked less important.

4. The classification of motivator scores using terms like *Very Low, Low, Average, High and Very High* is used to **help you understand and explain the differences between each score group within the motivator.** The people who score within each group share common traits and descriptions
(i.e. those who have *Very Low* scores will share common traits with one another)

    Note that each motivator range may be different because the classification of scores is calculated separately for each motivator. This means what is high in one motivator dimension may be low in another or vice versa.
    Example: Economic scores vs. Regulatory scores - a score of 60 in the Regulatory motivator would be classified as very high and a 60 would be classified as average in the Economic dimension.

Other Additions:

Motivators Matrix:
The Motivators Matrix is like a road map of descriptors. It translates your score into a quick descriptor and places it relative to the others in each dimension.
The words highlighted in each dimension describe the individual and can be used to create a comprehensive picture of this individual's core values. Using the words highlighted, you can then determine if there are areas where conflicts or tension exist if the descriptors don't "fit" well with one another or if there is a great deal of support because descriptors are similar in more than one dimension.

Summary of Motivators:
The Summary page allows the individual to note the most influential motivators in order, identify needs and risks, and capture the most important combinations that will influence them. This summary can be shared with others to help the individual be better understood.

Guidelines to the Report:
This page includes helpful hints to understand the scores in the report, and to know what to do about the information presented (What Works & What is proven not to work?).

Tiny step big results plan:
These two pages offer some prompts for reflection to help the individual build awareness and act. It offers an opportunity to pause and consider what the information in the report can do to strengthen and support the induvial in growth and development.