

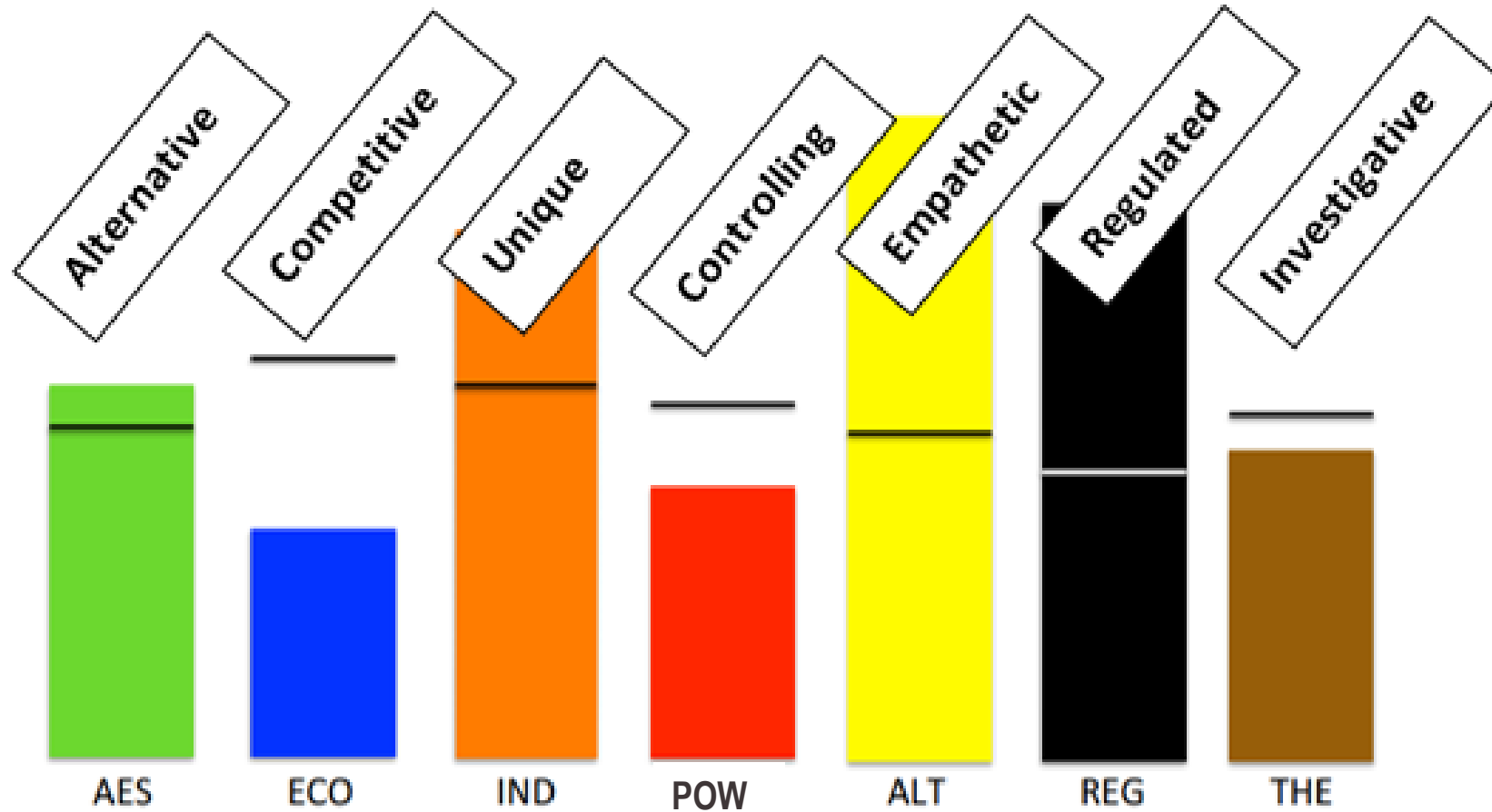


Motivators

Strengths and Limitations

In partnership with
BehavioralResourceGroup.com
leaders in people intelligence

The Passion Palette



Activity – Describe the Dimension

- Using your assigned Dimension, create a list of characteristics for high scores and low scores in that area.
- Identify 2 potential strengths and 2 potential limitations for high and low scores.

Strengths and Limitations

Aesthetic - High

Strengths

- Expression of creativity
- Appreciation of environment
- Values personal fulfillment and peace
- Intuitive insight

Limitations

- May have head in clouds
- Avoid disharmony and pain
- Can be unrealistic
- Struggle with practicality

Aesthetic - Low

Strengths

- Practical results focus
- Less emotional, straightforward
- Values Functionality
- No need for frill and enhancement

Limitations

- May seem impersonal, too businesslike
- May put too much focus on results
- May be unimaginative, resist the uncommon
- Hyper aware of “wasting time”

Strengths and Limitations

Economic - High

Strengths

Focus on achievement and winning
Driven by competition, challenges, money
Efficient, no nonsense, value time
Ultimate outcome or results oriented

Limitations

Potential workaholic
Lack of concern for others
Can be too financially motivated
Always expects something in return

Economic - Low

Strengths

Focused on others, less on self
Sensitive to others
Values personal contribution over gain
Quality-oriented

Limitations

Avoids conflict
High concern for others, overlooks self
Undervalues self
Tends to overcommit

Strengths and Limitations

Individualistic - High

Strengths

Independent, Unique
Tolerant of others' differences
Autonomous
Variety of outstanding ideas

Limitations

Resists authority
Dislikes structure and uniformity
Likely to do things *their* way
May be inefficient or ineffective

Individualistic - Low

Strengths

Don't need credit for work
Value servant leadership
Good at helping others
Sees value in others easily

Limitations

May not speak up, share opinions openly
May settle for less
May not desire being directive leader
May be less innovative, more disciplined

Strengths and Limitations

Power - High

Strengths

- Determined and competitive
- Driven toward success
- Good at leading others
- Implement projects and plans

Limitations

- Controlling
- Use relationships to advance position
- Appears selfish
- Values self over others

Power - Low

Strengths

- Mission-driven
- Helper, doesn't expect credit
- Will notice/point out other's efforts
- Don't need recognition and power

Limitations

- Want to avoid conflict, problems
- May settle for less, not fight for wants
- May not feel confident in own ideas/self
- May wait for opportunity, rather than seek it

Strengths and Limitations

Altruistic - High

Strengths

- Generous with time and resources
- Focusing on others
- Selfless support of causes
- Genuine concern for others

Limitations

- Values others over self
- Impractical with own resources
- Hard to say no
- May be taken advantage of

Altruistic- Low

Strengths

- Can make hard people decisions
- Can separate emotions from actions
- Face difficult decisions head on
- Difficult to take advantage of

Limitations

- May forget that helping others helps self
- May appear selfish and self-absorbed
- May seem closed off and reserved
- May have little patience

Strengths and Limitations

Regulatory - High

Strengths

- Structured
- Follows rules
- Lives by set of principles
- Works for a cause

Limitations

- May be unreceptive to new ideas
- Sacrifices self for beliefs or cause
- May break rules and justify it
- Judgmental towards other viewpoints

Regulatory - Low

Strengths

- Many ways to get the job done
- Will always have an opinion and like to share
- Mistakes are part of learning and normal
- Very adaptable, open to change

Limitations

- May not be patient or respect differences
- May be risky and innovative
- May break rules and justify it
- May disregard procedures and systems

Strengths and Limitations

Theoretical - High

Strengths

- Gaining expertise, learning
- Being objective
- Problem solving
- Developing solutions

Limitations

- Getting bogged down in details
- Too slow to act
- Impractical pursuits
- Wasting time and resources

Theoretical - Low

Strengths

- Quick decision maker
- Practical, hands-on learner
- Will always find a way
- Trail and error learning

Limitations

- May not pay attention to instructions
- May rush through projects, miss details
- May quickly reach information overload
- May struggle to connect the dots