

The Regulatory Attractor

The Regulatory Attractor: The Regulatory attractor indicates a need to establish order, routine and structure. This motivation is to promote a black and white mindset and a traditional approach to problems and challenges through standards, rules, and protocols.

General Traits: Average Regulatory

- *You are among 7 out of 10 people when it comes to the desire for a stable atmosphere with structure and uniformity.
- *You can challenge rules that do not make any sense to you.
- *You are generally in the middle when it comes to protocols and having to do things a certain way.
- *You'll accept authority, but will not do it blindly especially if the authority figure does not obey their own rules.
- *You can appreciate details to a point, but will likely not depend on them. *You understand structure, but will not be bound by another's idea if it does not work for you.
- *You can work with both leaders and followers and will bring something to the table with either one.
- *You are in the middle when it comes to uniformity needs.
- *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.

Key Strengths: Average Regulatory

- *You can be a stabilizing member when necessary, but can also do your own thing if required.
- *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.
- *You can challenge the establishment as long as you believe you have a better method of accomplishing a particular task.
- *You can be both judgmental and merciful, depending on the situation.
- *You are not so closed that you can't see things in multiple dimensions.
- *You may have both open and narrow views on many things.
- *You appreciate regularity and structure, but you are not controlled by this need. *You understand logical sequence, but will be able to move things around when necessary.

The Regulatory Attractor

Motivational Insights: Average Regulatory

- *You bring continuity and structure to untidy situations when necessary.
- *You can understand the old guard and those who may be revolutionary in their thinking.
- *You can mediate between those who think status quo and those ready for change.
- *You can bring stability when opinions vary and emotions run strong.
- *You can create policies and procedures that speak to post modern minds.
- *You can be a breath of fresh air within routine environments.

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 typically settle upon ways that have been established and proven effective.
- *You will likely support established doctrine and not buck the system.
- *You will likely get behind programs that have been proven to work well when dealing with people and training initiatives.

Continual Improvement Insights: Average Regulatory

- *You may need to take more risks.
- *You could benefit from refusing to give into pressure from those who want change when it's not warranted.
- *You could benefit from being a bit more flexible.
- *You could likely benefit from being more independent.
- *It might be a good idea to explore more options when facing challenges.
- *There are more ways to skin a cat than you may be familiar with.
- *You may need to take a stronger stand on some important issues.

General Traits: Very Low Regulatory

- *You march to the beat of your own drum.
- *You believe nothing is in stone.
- *You will likely hate it when people refuse to believe things they don't understand.
- *Coming up with inventive ways for getting things done is like pulling a rabbit out of a hat for you.
- *You will not like being constrained or restricted to certain protocols.
- *You are in need of freedom from rules and regulations that stifle creative flow.
- *You may think about and imagine jumping off and building your wings on the way down.

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- *You will feel bogged down when forced to do things a certain way.
- *You'll likely do things "by the book," but it's your book.
- *You probably don't appreciate being told what to do or handholding.
- *You're looking for freedom and autonomy.
- *There's always another way to do it.
- *There's more than one way to skin a cat. *You likely think in terms of "whatever it takes."
- *You have many questions.
- *Once you know what to do you'll pull the trigger as a rule.

Key Strengths: Very Low Regulatory

- *You likely don't want to wait for permission.
- *You will always find a way.
- *You are very open-minded.
- *You are likely an innovative thinker.
- *You believe in freedom to express ideas.
- *You believe mistakes are normal and a learning process.
- *You are not narrow-minded.
- *You always have an opinion.
- *You'll try anything once.
- *There's always another way when the current situation changes.
- *You will pick and choose your rules.
- *Yellow might mean go faster.
- *Your imagination is active.
- *You are likely the red penny among many plain ones.
- *You are highly adaptive.
- *You can loosen up when necessary.
- *The ends justify the means.

Motivational Insights: Very Low Regulatory

- *Play to your strengths, which are rooted in freedom, flexibility, and open-mindedness.
- *You do not support inefficient means to any end.
- *Remember, you have a way of looking at the broader perspective.
- *Because the ends justify the means, you'll figure it out.
- *You like to cut to the chase and not waste energy on non-essentials.
- *You want open and honest feedback so you can do what needs to be done.
- *Your spontaneity works for you, but it won't work for everyone.

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Training/Learning Insight: Very Low Regulatory

- *You prefer spontaneous and independent work environments where you can be flexible.
- *You prefer multiple learning modalities that enable your creative side.
- *You work independently even when you are on a team.
- *You can be a part of something without being controlled by it.
- *You listen to instruction while at the same time tweaking it.
- *You're likely thinking, "That's not how I'd do it."

Continual Improvement Insights: Very Low Regulatory

- *You need to realize that obeying keeps you safe.
- *You're not the only one on the planet.
- *Remember to respect the differences between us.
- *Being different doesn't make you smart.
- *Patience is a virtue.
- *Your lack of systemic sequence can get you in trouble sometimes.
- *Not all rules can be broken.
- *Yellow means slow down not speed up.
- *Don't get cocky and get caught.
- *Carefulness leads to reliable outcomes.
- *Just because people follow the rules it doesn't mean they are sticks in the mud.
- *You can still be innovative while following procedures sometimes. *Boredom is no reason to take unnecessary risks.

General Traits: Very High Regulatory

- *You likely think, "It's tight but it's right."
- *You are considered an Old Testament parent (OTP).
- *You think in terms of, "I brought you into this world, I can take you out," when dealing with your unruly children.
- *You believe "if it isn't broke, don't fix it." *You wouldn't do certain things for a million dollars.
- *If you're breaking a moral code, you'll justify it.
- *People will see you as narrow-minded.
- *You believe there's only one-way to skin a cat: your way.
- *You will stick with traditional means that work. *You're a black and white thinker.
- *You are likely very hard on yourself and others.

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- *You'll hold others to your standards. *In your family, you're likely the "bad cop." *You are looking for a cause and a purpose.
- *You understand and appreciate authority.
- *You will strive to convert others to your way of thinking.
- *It's very hard to change your mind.
- *Taking commands from someone else is like swimming in handcuffs.
- *You'll struggle with those who are too open-minded.
- *Using someone else's method may feel like wearing a straight jacket.
- *You'll believe certain things for a long time without updating your ideas.
- *You color within the lines and expect others to do the same.
- *If it's wrong for you it's wrong for everyone.
- *You'll create a system if one isn't present.

Key Strengths: Very High Regulatory

- *You are always reining people in.
- *Your ideas are likely reliable.
- *You'll remind everyone of the rules they forgot.
- *You'll take things seriously while others are goofing off.
- *You hold yourself to a higher ideal.
- *You rarely give people three chances.
- *You're either in or out.
- *You don't waffle.
- *Once you decide it's decided.
- *Your behavior is more or less predictable.
- *You can stand while everyone else is falling.
- *You can stand against the tide.
- *You will likely have a set of particular beliefs.
- *You have standards.
- *You won't cross certain lines.
- *You may have very strong views.
- *You don't waver from this to that, but will be steadfast in your thinking.

Motivational Insights: Very High Regulatory

- *You will prefer private correction that is proven necessary.
- *You need to be copiously convinced or you won't change your mind.
- *You need to believe it's worth it before you make important changes.

The Regulatory Attractor

- *You believe the person who knows “how” has a job and the person who knows “why” is the boss.
- *You need to know what to do and what not to do before you do it.
- *You will need the right amount of time to make the necessary changes you need to make.

Training/Learning Insight: Very High Regulatory

- *Your learning development should be connected to traditional venues.
- *You should be exposed to others who take more risks and allow yourself the benefit of being around them.
- *Your training and development should involve reliable information that works. *Your learning and development should connect you and your inside the box thinking to outside of the box leaders.
- *Your learning activities need to be structured and outlined.
- *Your more like a disciple than a nomad when learning.

Continual Improvement Insights: Very High Regulatory

- *Others may see rough as rigid and dogmatic.
- *You should be open to other people’s ideas.
- *You should think about expanding your horizon.
- *You should take more risks.
- *You should not be so closed-minded.
- *You could use a little loosening up.
- *You should try to be more flexible.
- *You’re not the only one who is right.
- *Some may see you as the enforcer.
- *You should try being the good cop once in a while.
- *You should be more open to being wrong.
- *You might need to lighten up.
- *You could use some wind in your hair and a salt spray in your face.
- *You should be open to more ways than one.
- *Think about trying some new ways of doing things.
- *You should experiment more.
- *Try being more yielding and less firm.
- *Not everything has to be put into writing.
- *Try to be a little more merciful and less judgmental.
- *There’s more than one way to skin a cat.

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- *Have some fun and be more spontaneous.
- *Try putting yourself in someone else's shoes.

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- *You are likely very hard on yourself *and* others.
- *You'll hold others to your standards.
- *In your family, you're likely the "bad cop." *You are looking for a cause and a purpose.
- *You understand and appreciate authority and responsibility.
- *You will strive to convert others to your way of thinking.
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- *You should be open to more ways than one or two.
- *Think about trying some new ways of doing things.
- *You should experiment with more independence.
- *Try being more yielding and less firm.
- *Not everything has to be put into writing.
- *Try to be a little more merciful and less judgmental.
- *There's more than one way to skin a cat.
- *Have some fun and be more spontaneous.
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