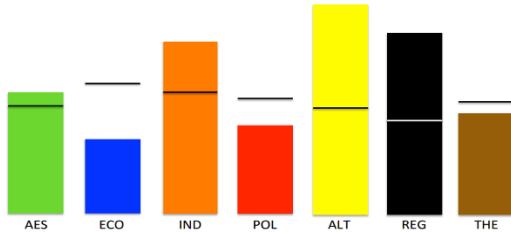


Motivators: Agreements and Conflicts

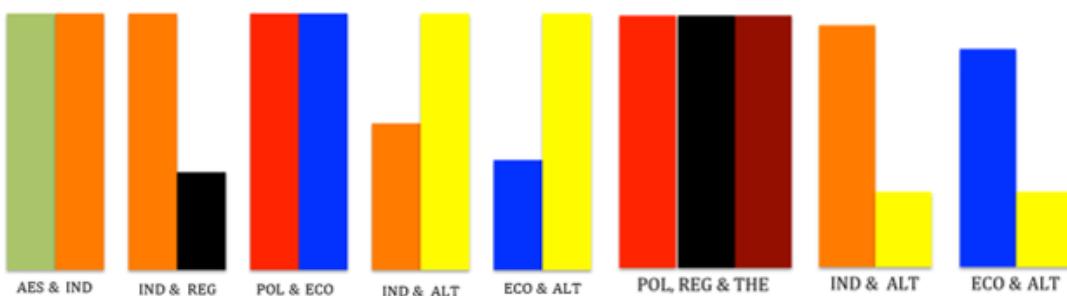
Understanding what motivates us, what inspires us, and is deemed important by us is a vital first step in self-awareness and improving human performance and effectiveness. Knowing our specific level of motivation can be crucial to helping us understand what drives our beliefs and actions so we can bring them into alignment.



Agreements

- Agreements take place when there is **more agreement than conflict** between values
- When you have agreement in Motivators, the impact of those motivators multiplies and becomes stronger.

Common Agreements



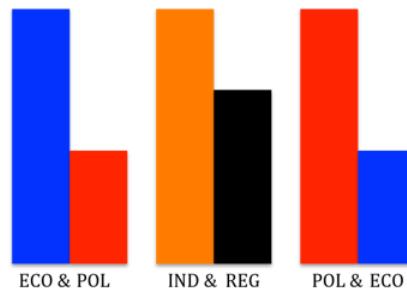
- **High Aesthetic | High Individualistic** = both represent creativity, out-of-the-box ideas, and uniqueness.
- **High Individualistic | Low regulatory** = both represent independence and personal freedom.
- **High Political | High Economic** = both represent competitive, controlling, self-interested ideas.
- **Low Individualistic | High Altruistic** = both represent a willing and an accommodating attitude.
- **Low Economic | High Altruistic** = both represent the interest of others over self.

- **High Political | High Regulatory | High Theoretical** = this creates a know-it-all.
- **High Individualistic | Low Altruistic** = may struggle with appearing self-centered.
High Economic | Low Altruistic = will be seen as selfish and suspicious of others.

Conflicts

- Conflicts take place when there is **less agreement and more conflict** between values
- When you have conflicts in Motivators, the impact of those motivators strengthen one another; the characteristics multiply and become stronger.

Common Conflicts



- **High Economic | Low Political** = wants to win, but will put self in the position to win or not play hard enough to win.
- **High Individualistic | High Regulatory** = desires unique and exciting things, but may be risk adverse.
- **High Political | Low Economic** = desires to control one's own destiny but lacks the competitive spirit to make it happen.

1. **What Agreement Motivators do you have?**
2. **What Conflict Motivators do you have?**
3. **What is the impact of these Agreements and Conflicts?**



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