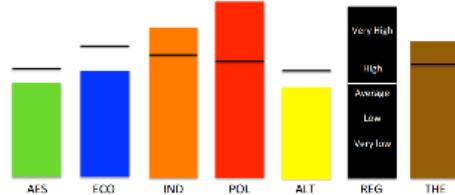


Motivators: The Regulatory Attractor

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.



Remember that although we can explore each motivation individually, they cannot be separated. They can only be distinguished; however, all motivators integrate to influence us.

The Regulatory Attractor – the drive to establish order, routine and structure

This motivation indicates a need to **establish order, routine and structure**. High scores in this motivation promote a **black and white mindset** and a **traditional approach** to problems and challenges through **standards, rules, and protocols**. They may be more **narrow-minded** in their thinking, preferring **proven methods** and **concrete solutions**. Lower scores are much more flexible and accept that there are many ways to get things done and lots of options to reach a goal. it doesn't matter how we do it; we just need to get it done.

High Regulatory scores do not always indicate a person will follow the rules; however, if a **rule is broken**, there will be a **justification** for it (ex. *the rule didn't apply to me or I don't think it is a necessary rule*).



Black & White
Narrow-Minded
Methodical
Orderly
Disciplined
Open-Minded
Flexible
Resistant
Independent
Contrarian

Using this descriptor scale, you can identify a key component to each person's score in this motivation, as well as see how the scores range from *Very Low* to *Very High*. Each word represents 10 points of 100 on the scale (example: Independent people score between 10-19, Methodical people score between 70-79 in this dimension).

**Note: in this dimension, any score above 60 is a high score and anything below 40. The average range is very small.*

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

- 1. What drives you in this motivation?**
- 2. How can that be helpful and productive for you?**
- 3. How can that limit you?**



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