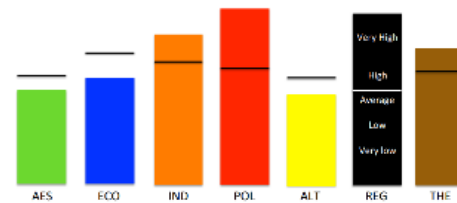


## Motivators: The Regulatory Attractor

*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*).

	<b>Black &amp; White</b>
	<b>Narrow-Minded</b>
Very High	<b>Methodical</b>
High	<b>Orderly</b>
Average	<b>Disciplined</b>
Low	<b>Open-Minded</b>
Very low	<b>Flexible</b>
	<b>Resistant</b>
	<b>Independent</b>
	<b>Contrarian</b>

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?**



# **ASSESSMENTS 24x7**

A Global Leader in Online Assessments

*Assessments 24x7 LLC 5927 Balfour Court, Ste. 103 Carlsbad, California 92008 USA (206) 400-6647*