

Motivators Team Report

Motivation helps influence behavior and action. These pages will help your team understand their motivations and what drives the team, providing a clear course to maximize performance by achieving better alignment with individual passions and leveraging the drivers to create satisfaction.








Use the Motivators team report to help you and your team understand the similarities and differences in what drives behavior and emotion. This report will highlight both the Motivators of each member and how influential each motivator is to the individual to show the best ways to ensure satisfaction for your team and leverage your team's passions and values. Keep in mind, we don't always act on our Motivators, so behaviors may not align.

The Elements of the Motivation Index

Each of these dimensions are measured with an individual score, a ranking and a comparison to the population. For the team report, we will focus specifically on the score and ranking.

Important: Remember, **very high** and **very low** scores mean that dimension is a **NEED**, rather than a **WANT**. Those scores show that someone will likely **create situations for the need to be satisfied**.

The Seven Dimensions of Motivation measured in this report are:

-  **Aesthetic** - A drive for balance, harmony and form.
-  **Economic** - A drive for return on investment.
-  **Individualistic** - A drive to stand out as independent and unique.
-  **Power** - A drive to be in control or have influence.
-  **Altruistic** - A drive to help others at the expense of self.
-  **Regulatory** - A drive to establish order, routine, and structure.
-  **Theoretical** - A drive for knowledge, learning, and understanding.

- **Scores** (from 1-100): The scores reveal the **level of importance** of that motivator to you. Higher numbers mean you consistently ranked the motivator as more important & lower numbers mean the motivator was consistently ranked less important. The number also reveals placement in Very Low, Low, Average, High and Very High. The people who score within each group share common traits and descriptions (i.e. those who have Very Low scores will share common values with one another).
- **Ranking** (from 1-7): The ranking reveals **how influential** the Motivators are to your behavior and decisions in order from 1-7. Keep in mind that some Motivators have relationships with other Motivators that strengthen them, but this is a true 1 through 7 ranking based on which are individually most impactful. The ranking is based on the distance from 50, or a balanced, situational score. The further from 50 in either direction, the more passion exists (either high=toward that Motivator or low=away from that Motivator).

Team Highlights

The below charts share an at-a-glance view of each of your team members.

- The colored portion of the box shows how high or low their score (*importance*) is, and the white number is their score in each Motivator.
- The large number in the dimension color shows their ranking (*impact*) in each Motivator.

	AES	ECO	IND	POW	ALT	REG	THE
Report, Sample	1 63	5 50	6 50	3 46	7 50	2 45	4 53
Report, Sample	6 43	4 58	7 48	1 38	2 61	5 58	3 41
Report, Sample	4 46	7 48	5 46	1 71	2 38	3 45	6 53
Report, Sample	5 61	7 53	4 64	1 28	2 28	6 46	3 66
Report, Sample	6 56	1 68	4 59	7 46	2 36	3 40	5 41
Report, Sample	3 63	5 58	6 45	1 36	2 36	7 50	4 59
Report, Sample	1 73	5 61	3 38	4 38	7 45	2 33	6 59
Report, Sample	7 48	6 38	5 68	1 97	4 78	3 15	2
Report, Sample	6 58	4 61	3 38	1 35	5 40	7 51	2 64
Report, Sample	2 66	3 63	1 33	5 38	6 38	7 46	4 63

Individual Score Comparison: IMPORTANCE

The below graph shows each individual team member's score and descriptor to compare and contrast the drivers and values of your team members.

The scores reveal the **level of importance** of that motivator to the individual. The descriptor tells you how that motivation is defined.

- **Higher numbers** mean the motivator was consistently ranked as **more important**.
- **Lower numbers** mean the motivator was consistently ranked as **less important**.

	AES	ECO	IND	POW	ALT	REG	THE
Report, S	Unconventional	Incentivized	Cooperative	Influential	Supportive	Disciplined	Inquisitive
Report, S	Sensible	Incentivized	Accommodating	Yielding	Obliging	Fixed	Street Smart
Report, S	Imaginative	Incentivized	Accommodating	Forceful	Self-Protective	Disciplined	Inquisitive
Report, S	Unconventional	Incentivized	Self-Reliant	Passive	Distrusting	Orderly	Investigative
Report, S	Divergent	Competitive	Self-Reliant	Influential	Self-Protective	Flexible	Street Smart
Report, S	Unconventional	Incentivized	Accommodating	Yielding	Self-Protective	Systemic	Investigative
Report, S	Impractical	Incentivized	Supportive	Yielding	Helpful	Independent	Investigative
Report, S	Imaginative	Judicious	Self-Reliant	Domineering	Subservient	Defiant	Disinterested
Report, S	Unconventional	Incentivized	Supportive	Yielding	Self-Protective	Systemic	Investigative
Report, S	Unconventional	Incentivized	Apprehensive	Yielding	Self-Protective	Orderly	Investigative

Red = Very High **Orange = High** **Green = Average** **Purple = Low** **Blue = Very Low**

Translating these levels of importance into the descriptions and relative positioning to other scores can also be seen by using the Word Matrix (see Individual Motivator pages that follow).

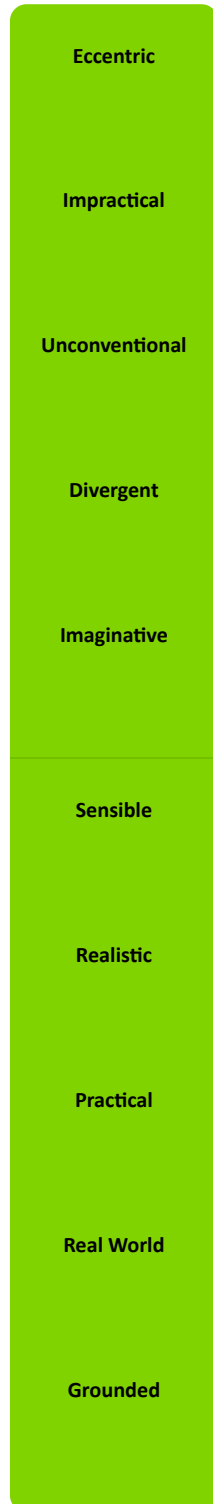
Consider:

- What patterns do you see in this team's Motivators based on **importance**?
- What are the most common Motivators that will be noticeable for this team (*Very High, High, Low, and Very Low scores*)?
- In which dimensions are there no obvious passion either toward or away from that driver for this team (*Average scores*)?
- What implications do these scores have for the team?
- Do any individuals exhibit highs and/or lows that are opposite from the majority of the team highs and lows? Who? How are these individuals driven differently and how might that affect their performance?

A Closer Look at the Seven Motivator Dimension Scores

Each descriptor below reveals the preference for shaping behavior and what energizes someone depending on if their score is low or high. Remember, scores that fall near the center are more balanced and situational, meaning the individual will be driven by what they perceive is necessary in each situation or circumstance.

The Aesthetic Motivator: The drive for balance, harmony, and form



Impractical

Report, Sample	73
----------------	----

Unconventional

Report, Sample	66
Report, Sample	63
Report, Sample	63
Report, Sample	61
Report, Sample	58

Divergent

Report, Sample	56
----------------	----

Imaginative

Report, Sample	48
Report, Sample	46

Sensible

Report, Sample	43
----------------	----

High Scores are Energized by -
 Achieving equilibrium and harmony between the world around you and yourself.

Those who score high in Aesthetic are unconventional, creative, and influenced by how the outside makes them feel.

Low Scores are Energized by -
 Pragmatic and tangible approaches that bring concrete and reliable results.

Those who score low in this motivator are practical, real-world thinkers who are not as influenced by emotions.

The Economic Motivator: A drive for return on investment



Competitive

Report, Sample	68
----------------	----

Incentivized

Report, Sample	63
Report, Sample	61
Report, Sample	61
Report, Sample	58
Report, Sample	58
Report, Sample	53
Report, Sample	50
Report, Sample	48

Judicious

Report, Sample	38
----------------	----

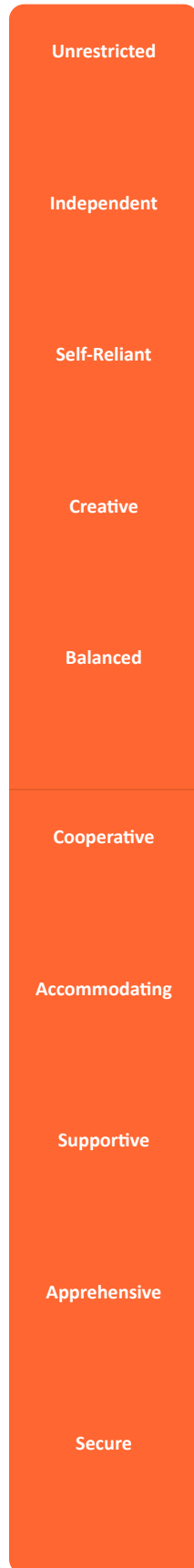
High Scores are Energized by -
 Self-interest, economic gains, and achieving real-world returns on efforts.

Those who score high in this motivator need a return on investment and will want to know what is in it for them.

Low Scores are Energized by -
 Less competitive approaches and being more satisfied with what they already have.

Those who score low in this motivator will settle for what they can get, and will focus mostly on what they can do for others.

The Individualistic Motivator: A drive to stand out as independent and unique



Self-Reliant

Report, Sample	68
Report, Sample	64
Report, Sample	59

Cooperative

Report, Sample	50
----------------	----

Accommodating

Report, Sample	48
Report, Sample	46
Report, Sample	45

Supportive

Report, Sample	38
Report, Sample	38

Apprehensive

Report, Sample	33
----------------	----

High Scores are Energized by -

Expressing autonomy and freedom from others' ideas and protocols.

Those who score high in this motivator need to stand out and be special, and crave external validation.

Low Scores are Energized by -

Not seeking the limelight, keeping ideas to themselves, and less likelihood of self-promotion.

Those who score low in this motivator will blend in with the group, are more collaborative, and do not need to stand out.

The Power Motivator: A drive to be in control or have influence



Domineering

Report, Sample	97
----------------	----

Forceful

Report, Sample	71
----------------	----

Influential

Report, Sample	46
Report, Sample	46

Yielding

Report, Sample	38
Report, Sample	38
Report, Sample	38
Report, Sample	36
Report, Sample	35

Passive

Report, Sample	28
----------------	----

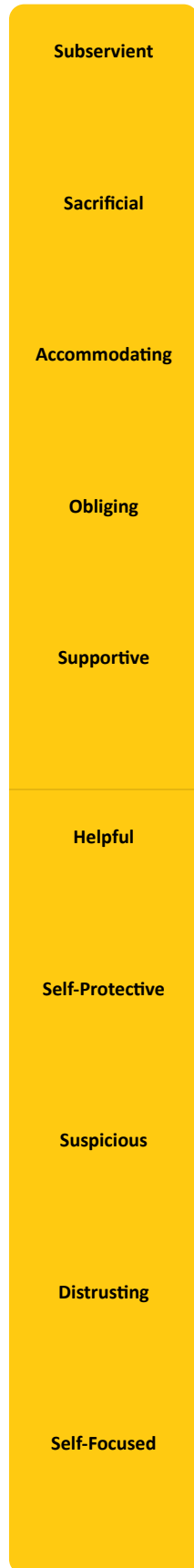
High Scores are Energized by -
 Directing and controlling people, environments, and personal spaces.

Those who score high in this motivator need authority greater or equal to responsibility; they will go after what they want.

Low Scores are Energized by -
 Supporting other people's efforts and a less focused approach to owning their own personal space.

Those who score low in this motivator relinquish control and will not fight to make things different; they accept what they are given.

The Altruistic Motivator: A drive to help others at the expense of self



Subservient		
Report, Sample		78
Obliging		
Report, Sample		61
Supportive		
Report, Sample		50
Helpful		
Report, Sample		45
Self-Protective		
Report, Sample		40
Report, Sample		38
Report, Sample		38
Report, Sample		36
Report, Sample		36
Distrusting		
Report, Sample		28

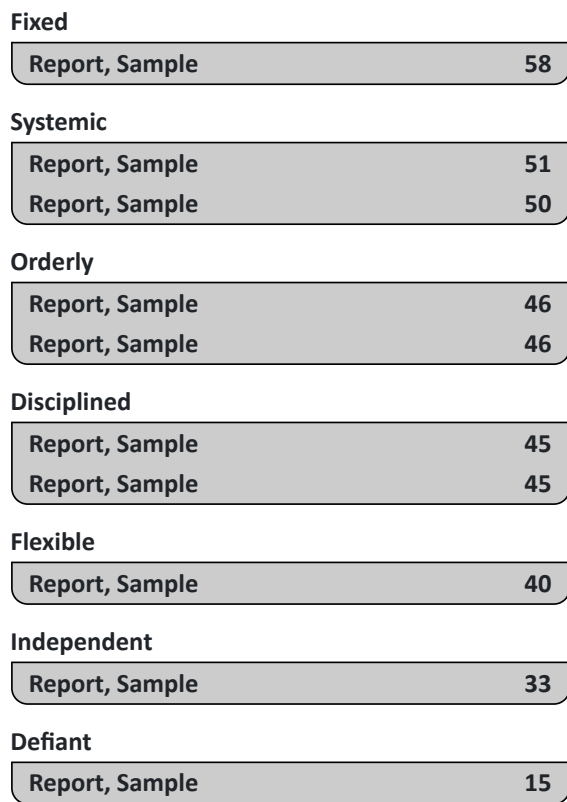
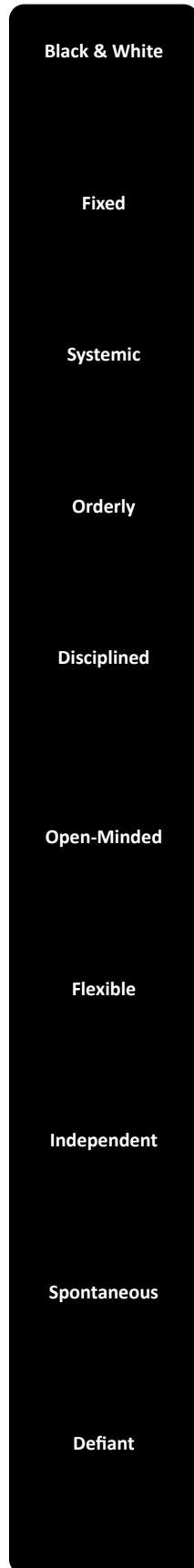
High Scores are Energized by -
 Helping and eliminating pain and suffering of others at personal cost.

Those who score high in this motivator accommodate and help anyone and everyone and are always thinking, "what can I do for you?"

Low Scores are Energized by -
 Focusing on personal wants and needs and taking a more suspicious stance towards the moves of others.

Those who score low in this motivator accommodate and help those who deserve it and can be suspicious of others thinking, "what do you want from me?"

The Regulatory Motivator: A drive to establish order, routine, and structure



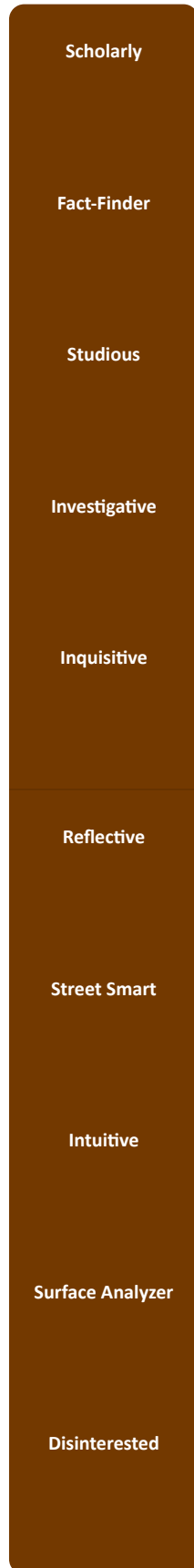
High Scores are Energized by -
 Establishing routine, order, and setting boundaries for self and others.

Those who score high in this motivator are conventional, and think there is only one way to get things done; they value traditional, established methods.

Low Scores are Energized by -
 Remaining independent of as opposed to depending on the restrictive ideas of others.

Those who score low in this motivator are flexible and open, and think there are many ways to get things done and lots of options; they value independence and flexibility.

The Theoretical Motivator: A drive for knowledge, learning, and understanding



High Scores are Energized by -

Activities to support learning everything that can be known about what is believed to be important, factual, and truthful.

Those who score high in this motivator are complicated thinkers, analyzers, skeptical investigators, and knowledgeable experts.

Low Scores are Energized by -

A more dismissive view of gathering new information and discovery while relying more on natural instincts and past experiences for answers.

Those who score low in this motivator are situational learners, learning through living and trial and error, and only care to know "enough" to meet the current need or circumstance.

Individual Ranking Comparison: IMPACT

The below graph shows each individual team member's ranking of each Motivator. You can use this to compare and contrast the strongest and most influential drivers on this team.

The ranking reveals how **influential that motivator** in on our decisions and behavior on a scale from 1-7.

- 1 is most influential, 7 is least influential - but note the level from **Very High to Very Low** for each so you can examine **HOW** that motivator will be influential in the decisions and behavior.
- The ranking is based on the distance from 50, or a balanced, situational score. The further from 50 in either direction, the more passion exists (*either high=toward that Motivator or low=away from that Motivator*).
- Remember, some Motivators have interactions with others that strengthen them, but this is a true 1 through 7 ranking based on which are individually most impactful based on the distance from 50.

	AES	ECO	IND	POW	ALT	REG	THE
Report, S	1 Very High	5 Average	6 Average	3 Average	7 Average	2 Average	4 Average
Report, S	6 Average	4 Average	7 Average	1 Low	2 High	5 Very High	3 Low
Report, S	4 Average	7 Average	5 Average	1 Very High	2 Low	3 Average	6 Average
Report, S	5 High	7 Average	4 High	1 Very Low	2 Very Low	6 Average	3 High
Report, S	6 High	1 High	4 Average	7 Average	2 Low	3 Average	5 Low
Report, S	3 Very High	5 Average	6 Low	1 Low	2 Low	7 High	4 High
Report, S	1 Very High	5 Average	3 Low	4 Low	7 Average	2 Low	6 High
Report, S	7 Average	6 Low	5 High	1 Very High	4 Very High	3 Very Low	2 Very Low
Report, S	6 High	4 Average	3 Low	1 Low	5 Average	7 High	2 High
Report, S	2 Very High	3 Average	1 Very Low	5 Low	6 Low	7 Average	4 High

Red = Very High **Orange = High** **Green = Average** **Purple = Low** **Blue = Very Low**

Consider:

- What patterns do you see in this team's Motivators based on influence/impact?
- What are the most common Motivators that will influence this team based on their ranking? How will the team likely be driven by that Motivator?
- What implications do these rankings have for the team?
- Do any individuals exhibit highs and/or lows that are opposite from the majority of the team highs and lows? Who? How are these individuals driven differently and how might that affect their performance and the team?

Motivators Adaptability

Adapting to another's Motivational preference can be quite difficult! Sometimes Motivations are not readily observable, or may be disguised in behavior that doesn't align to them. A key way to understand another's Motivations is to pay attention to the things they value, the way they speak, and where they spend their time and attention (or other resources). What do you see that drives them? Once you know someone's Motivators, you can interact with them in a more effective way.

Steps to Improve Team Success

1. Be aware – see beyond your own perspective to view the world through other lenses.
2. Look for patterns, but don't stereotype. Remember, everyone is unique. Ask how these Motivators influence each individual, rather than assuming it will always be the same.
3. Once you know the Motivation behind the behavior, see if you can assist in helping to satisfy it.
4. Develop a genuine appreciation for differences and diversity. Leverage the differences.
5. Increase your understanding by being open to different ideas and expressing authentic curiosity, rather than judgment.

Reflection

It is important to take time to consider what these results show about your team and to help build satisfaction and effectiveness whether as a leader or team member.

1. Based on the team Motivators, what are some ways to approach the team and/or individuals to help build satisfaction and effectiveness?

2. Which team members Motivators are very different from yours? Which team members Motivators are more like yours? How will you leverage this information to improve your relationships?

3. What do you think will be the biggest challenge with putting this information into action? How will you seek to overcome it?
