



Motivators

A frequently mentioned topic that most struggle with is how to motivate people. We know that motivation is an intrinsic quality and that some individuals have loads of internal motivation and others, well ... they simply don't. The question becomes, "How do I motivate my employees?" And while we can't teach you how to give motivation, we can teach you how to create an environment in which people will feel motivated.

The interesting thing about motivating factors is that they frequently will change for people. For example, money. There are some people who are highly motivated by money at this particular station in life. And while no one that I know would refuse money, there may be other things that are of greater motivational value for others. Challenge, cooperation, freedom, or respect come to mind. Even though you may not know the specific motivators, we know from a behavioral perspective that there are a set of items that will *always* be de-motivators for employees. Based on the PDP results for a person, there are specific de-motivators attributed to each behavioral preference. Let's review:

High Dominance: Too many external controls. Incompetence or trivial interferences.

High Extroversion: Not feeling appreciated or liked. Being left out. Distrust.

High Patience: Unjustified or erratic pressure. Confrontation.

High Conformity: Criticism, especially when it is unjustified. Lack of organization.

If you're uncertain of a person's PDP, this is an opportunity to look at the list above and determine any gaps in your leadership. When you exhibit one of the items in the list above, do you notice a change in behavior, body language, tone, etc., with your employees? As we've discussed in the past, we have a *high patience* work environment and while employees may appear to be "ok" in the face of all the pressure right now, it's worth a conversation to make sure they're truly "ok."

Lastly, if you have an opportunity, you can conduct a stay interview and ask individual employees what is motivating to them. Just remember, though, high patience people need time to think and process. Therefore, ask people to be thinking about what motivates them. Then circle back and ensure that you're doing your best to provide the appropriate motivators for their environment where they will feel motivation, be inspired, and continue to be engaged. For more insight into the motivators and PDP, please review your individual report. If you need a copy or would like to do another assessment, please contact me.

Johnda

Section 4: Motivation

To be motivated, you alone know what truly drives you to take action. Likewise, there are elements that demotivate you or are negative.

Motivators Worksheet

The following are typical motivators for your profile. Use this as your own analysis worksheet to identify the importance that each of these has for you in your work and/or personal life.

Instructions

1. Please check the **four** items that are most important to **you** at this time.
2. Define, verbally or in writing, what each of the four items means to you.
3. Are these motivators currently being provided (yes, no or occasionally)?

- | | |
|---|--|
| <input type="checkbox"/> Challenge | <input type="checkbox"/> Power |
| <input type="checkbox"/> Outside activities | <input type="checkbox"/> Money |
| <input type="checkbox"/> Travel | <input type="checkbox"/> Problem solving |
| <input type="checkbox"/> Big picture potential | <input type="checkbox"/> Authority |
| <input type="checkbox"/> Independence and freedom | <input type="checkbox"/> Material things |
| <input type="checkbox"/> No supervision | <input type="checkbox"/> Prestige and position |
| <input type="checkbox"/> Freedom from structure | <input type="checkbox"/> Accomplishments |
| <input type="checkbox"/> No restrictions | <input type="checkbox"/> Direct answers |
| <input type="checkbox"/> Unusual assignments | <input type="checkbox"/> Freedom to control |
| <input type="checkbox"/> More close friends | <input type="checkbox"/> Bottom line results |
| <input type="checkbox"/> Limited emotional exposure | <input type="checkbox"/> A fast pace |
| <input type="checkbox"/> Respect | <input type="checkbox"/> Variety |
| <input type="checkbox"/> Time to think | <input type="checkbox"/> New environments |
| <input type="checkbox"/> Creative freedom | <input type="checkbox"/> More time in the day |
| <input type="checkbox"/> Privacy | |

Factors that are demotivating or negative to you:

- Too many external controls. Incompetence or trivial interferences.
- Controls. Detail work. Highly structured environment.