



## **Motivating Factors™**

### Sample Report

**Platform Taken On :** -

**Date & Time Taken :** 10.12.2013 07:21 AM (Eastern Time)

**Assessment Duration :** 15 Minutes

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## Your Motivators Report

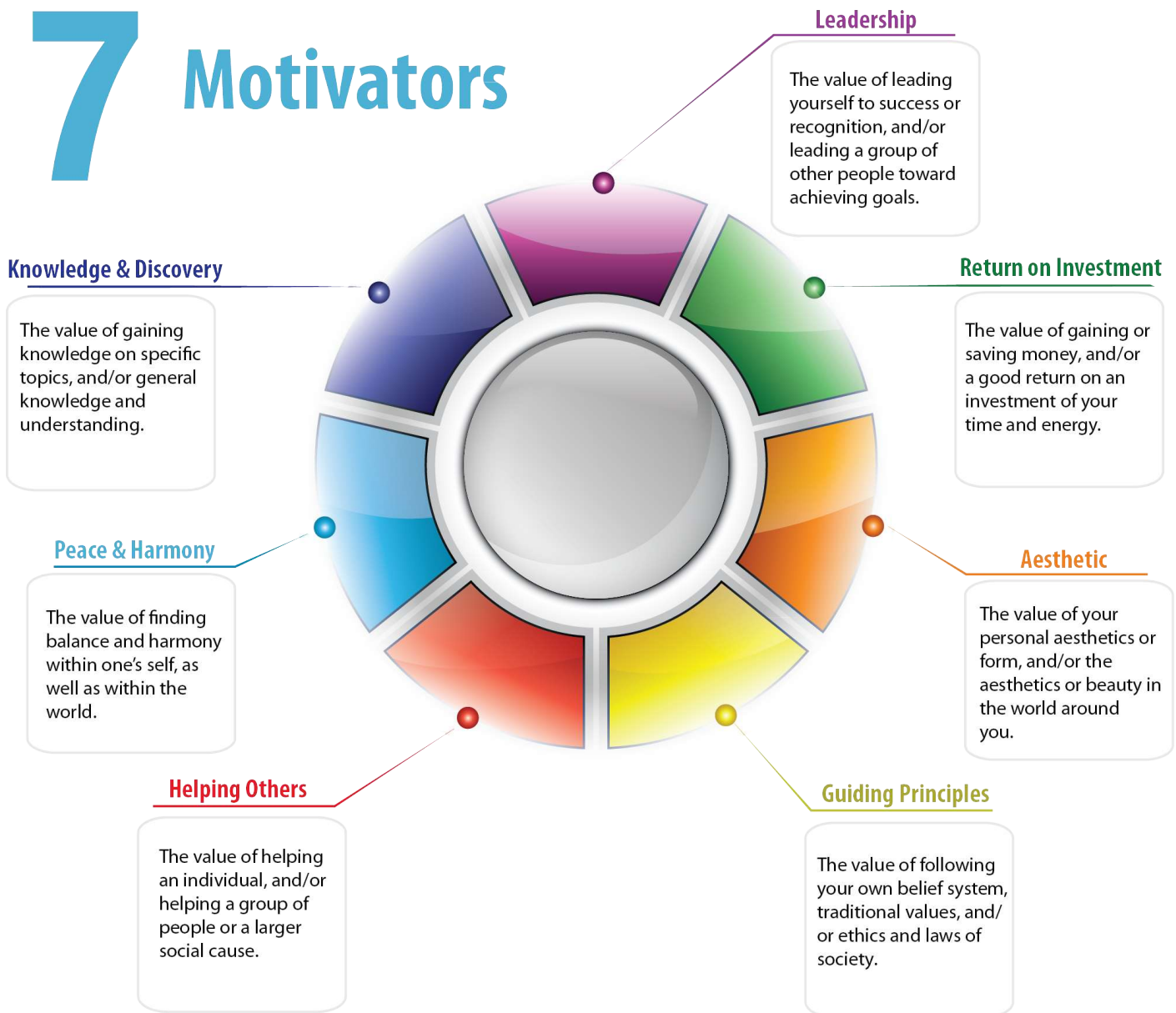
You are motivated in life by key preferred values (motivating factors) that make you a unique individual. Much of the time you do the things you do in life to satisfy these values. You may find that these values are met through the things you do outside of work, or you may find satisfaction through your job directly. Often when you are not happy doing something it is because your motivators are not being met.

Understanding what motivates others in your life is also important, as it may help you get along with them better. You will find that when there are problems/challenges in a relationship, whether it is personal or professional, it is usually a result of a mismatch in motivators or values.



There are seven distinctly different preferred values (also known as motivators or drivers). Your top two or three motivators will tend to be those that most influence your life choices, decisions and actions.

# 7 Motivators



**Your report is divided into 2 sections:**

**Section 1:** Shows your value of all seven preferred values (motivating factors) graphically.

**Section 2:** Gives you specific information about how you value each of the seven motivators.

## Your Motivators Compared

### Motivating Factors

The following is a list comparing your motivating factors. Look for your highest 2 or 3 scores. These are your top drivers and have the most influence on your actions. You will strive to find things in your life that will satisfy your desires and needs in these areas. These may be met by your job, or you may seek to satisfy them in some other aspect of your life.

**Your Aesthetics score is**



Your Preference: Personal aesthetics

**Your Guiding Principles score is**



Your Preference: My personal belief system (philosophical, religious, spiritual)

**Your Helping Others score is**



Your Preference: Helping many people through large causes

**Your Knowledge and Discovery score is**



Your Preference: Neither knowledge and learning in a specific area of interest, nor in many different areas

**Your Leadership score is**



Your Preference: Leading myself to be the best

**Your Peace and Harmony score is**



Your Preference: Having or creating peace and harmony within myself

**Your Return on Investment score is**



Your Preference: Getting a good return on my investment of time or energy

## Motivating Factors



The following provides detailed information about each of the motivating factors. Each of these drivers has two different aspects, and you may be drawn toward one or both in your life. In addition, motivators that are not of value to you may be the strongest drivers for others. By understanding their point of view in relation to yours, you will be able to better relate to one another.

### Aesthetics:

Are you motivated by physical aesthetics in yourself, others, art or nature?



Aesthetics can come from the desire and appreciation of one's own looks and physical form, and/or the appreciation of beauty in the world around you. This could be the enjoyment of fine arts, craftsmanship, music, dance, the human form, or beauty in nature.

You have a **low score** on aesthetics and are not driven or motivated by your own personal appearance or the beauty in the world around you. You may choose to focus more on achieving your goals, helping others, or function over form.

### Guiding Principles:

Do you follow a system of living which includes ethical principles and beliefs?



Guiding principles can come from a strong personal belief system which could be founded in spiritual or philosophical beliefs, and/or a strong set of principles such as ethics, integrity, and obeying the laws of society.

You have a **low score** on guiding principles. This indicates that you are not driven by a precise system of living that you might find in organized religions or philosophies. You are also not driven by a rigid set of principles that define “right” and “wrong”. You may be more motivated by knowledge and keeping an open mind, or possibly a general sense of peace and harmony that is not bound by a formal structure.

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### Helping Others:

Do you like to take up a cause and make a difference by helping other people?



Helping others can come from your desire to help individuals in need on a personal basis and/or groups through a larger social cause. You may choose to do this through financial means, direct actions, or assisting a larger organization's efforts.

You have a **low score** on helping others. This indicates that you are not driven by helping other people individually, or as a group in a larger social cause. This does not mean that you are not compassionate, or that you never help others. It simply means that it is not something that motivates your actions.

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## Knowledge and Discovery:

Are you driven to learn and understand the world around you or specific areas that interest you?



Knowledge and discovery can come from the desire to understand the world in general and how it works and/or to learn and understand specific topics you enjoy. You may read the newspaper, watch the news, or search the Internet to grasp in general what is going on in the world or you may spend hours researching the latest information in an area you are most passionate about.

You have a **high score** on knowledge and discovery.

**Note: You chose on part two of the motivators assessment "I don't care" about either specific or general knowledge and discovery. This may have been because you rushed and did not closely read the answer choices, or you do not realize that you value certain aspects of Knowledge and Discovery. We present the text for both sides of this motivator so that you can see how this relates to your values and drivers.**

You may be interested in understanding the world around you as well as specific topics of interest to you.

### Strengths

- Continuous learner
- Focused on data and facts
- Fact checker
- Theoretical
- Wants to know how and understand why
- Logical thinker

### Potential Fears

- Not having access to information
- Not being given time to learn or understand
- Having to act or make decisions without understanding the relevant facts
- Being given wrong information

### Preferred Work Environment

- Where knowledge and innovation is rewarded
- Where there is open communication and a flow of information
- Where opportunities for continuous learning are provided
- Where time is given to study data and relevant facts before making decisions



**Motivation and Rewards**

- Recognition and rewards based on knowledge, understanding and innovation
- Continuous learning opportunities, including tuition reimbursement
- Opportunities to be the go to person, expert or guru

**Potential Pitfall of an Overextension**

- By continuously studying a topic without ever taking action because you are always looking for additional viewpoints or information rather than making a decision and moving forward.
- If you continually correct others and point out their mistakes, especially if it is not your job to do so, it may affect your personal and work relationships.

**Value to a Team**

- focuses on accuracy and fact checking
- Innovative and knowledgeable
- Analyzes data to offer decision options and risk analysis
- Will study the market, competition, historical data and methodologies and offer insights
- Follows a logical thought process

**Developing, Coaching and Mentoring (Notes for your manager, trainer or coach)**

- Provide detailed information as well as background and theories that pertain to development and on-the-job education.
  - Recommend additional online resources and books for additional study
  - Be logical in structuring development programs and training courses
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**Leadership:**

Do you want to lead others or yourself to success?



Leadership can come from a desire to be in control, have personal success, and/or to lead a group to success for the good of the group. When combined with your other top values, it means you want to be the best in that area. You may want to be a top business leader, a knowledge leader, or a guru.

You have a **high score** on leadership. This primarily comes from your motivation to be successful. You will tend to make choices that advance you to the status of the top leader or expert in your areas of interest. This could be in business, your profession, and your personal life. When you are forced to decide between your own personal success and the success of others, you will choose you.

**Strengths**

- Self-starter
- Independent
- Being able to lead yourself to be the best
- Personal accountability
- Desire for power and control
- Take charge
- Strategic

**Potential Fears**

- Losing control
- Lack of authority
- Failure
- Loss of power
- Not achieving status, recognition or respect

**Preferred Work Environment**

- Where there are rewards and recognition for a job well done
- Where there are many opportunities for advancement
- Where there are rewards for being the go to person
- Where you are free to make your own decisions

**Motivation and Rewards**

- Reward for creativity and independence

- Being promoted, given a higher title, and publicly recognized for a job well done
- Where you are free to make your own decisions

### **Potential Pitfall of an Overextension**

- It is possible when being highly focused on leading yourself to be the best to have a personal agenda when involved in team efforts or to even be tempted to take credit for other people's work.
- Having power, influence and authority can lead to an abuse of that power. It requires restraint and self-control to ensure that does not happen.

### **Value to a Team**

- Will want to be a "go to" person and subject matter expert on the team
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- Thinks strategically and sees the "big picture"
- Provides leadership to a team to keep everyone moving in the same direction
- Focuses on the strategic goals and objectives of the organization

### **Developing, Coaching and Mentoring (Notes for your manager, trainer or coach)**

- Give general objectives and allow the opportunity to interpret assignments and projects independently as well as use creativity and resourcefulness in completing goals and objectives.
  - Allow flexibility and experimentation during the training and development process.
  - Identify career development paths and advancement opportunities
  - Allow plenty of time for you to voice your opinions in the decision-making process.
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## Peace and Harmony:

Are you motivated to maintain or find peace and harmony in yourself and/or the world around you?



Peace and harmony can come from either a desire to find inner peace and/or peace and harmony in the outside world. You may do this through self-reflection, meditation, projecting a positive attitude, or direct interaction and communications.

You have a **moderate score** on peace and harmony. This primarily comes from your drive to find or maintain peace and harmony within yourself. You may practice meditation, yoga, mantras or other methods to help you find on inner peace and balance in your life. This may not be your main focus or motivator, but it does have importance in your life.

### Strengths

- Inner harmony
- Maintaining self-control and composure
- Calm and even-tempered
- Keeping the peace
- Maintaining a balance between work and personal life
- Creating win-win scenarios

### Potential Fears

- Loss of internal balance
- Imbalance between work life and personal life
- A hostile work environment
- Confrontation and aggression

### Preferred Work Environment

- Where there is a respect and encouragement for maintaining a balance between work life and personal life
- Where there is a culture of open communication and working in harmony
- Where there is little stress or conflict

### Motivation and Rewards

- Being rewarded with additional paid time off or personal time
- Access to free counseling or life coaching
- Being trained and certified as a life coach, career coach

**Potential Pitfall of an Overextension**

- It is important to have a balance between your work life and your personal life however there are times when there are deadlines or goals and objectives that require the sacrifice of some of your personal time. Refusing to put in the extra hours can negatively impact your ability to meet your key performance criteria and ultimately affect your career.

**Value to a Team**

- Able to maintain emotional control and composure even under stressful situations
- Able to calm down others and reduce stress levels
- Creates win-win solutions
- Open-minded and an objective listener

**Developing, Coaching and Mentoring (Notes for your manager, trainer or coach)**

- Make sure that development and training not only focuses on work life, but also emphasizes how the knowledge can carry over into one's personal life.
  - Coach and mentor the person as a life coach and help them find harmony and balance between their role as an employee and their other life roles (spouse, parent, friend, etc).
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## Return on Investment:

Are you motivated to gain a return on your investment of time or efforts or are you driven by financial returns?



Return on investment can come from the desire to make/save money and/ or it can be the desire to receive your interpretation of a “good” return on the investment of your time and efforts.

You a **high score** on return on investment. This primarily comes from your drive to receive a return on your investment of time and energy spent with people or on projects. This could be something as simple as helping a neighbor to move because you know you will need their help in the future. You will tend not to invest your time in endeavors where you see no value coming back to you.

### Strengths

- Utilitarian focused
- Understanding budgets and monetary value
- Optimizing time and energy
- Goal achievement oriented
- Practical
- Avoids going over on time and budgets on projects
- Entrepreneurial

### Potential Fears

- Not getting a good return on investment
- Wasting time and money
- Not achieving goals

### Preferred Work Environment

- Where there are rewards for the amount of energy and effort you put into your work
- Where the focus is on the bottom line (high utilitarianism)
- Where there is a focus on being practical
- Where being a high performer is rewarded

### Motivation and Rewards

- Recognition and advancement based on effort not seniority
- Creating competitive challenges with valuable rewards

### Potential Pitfall of an Overextension

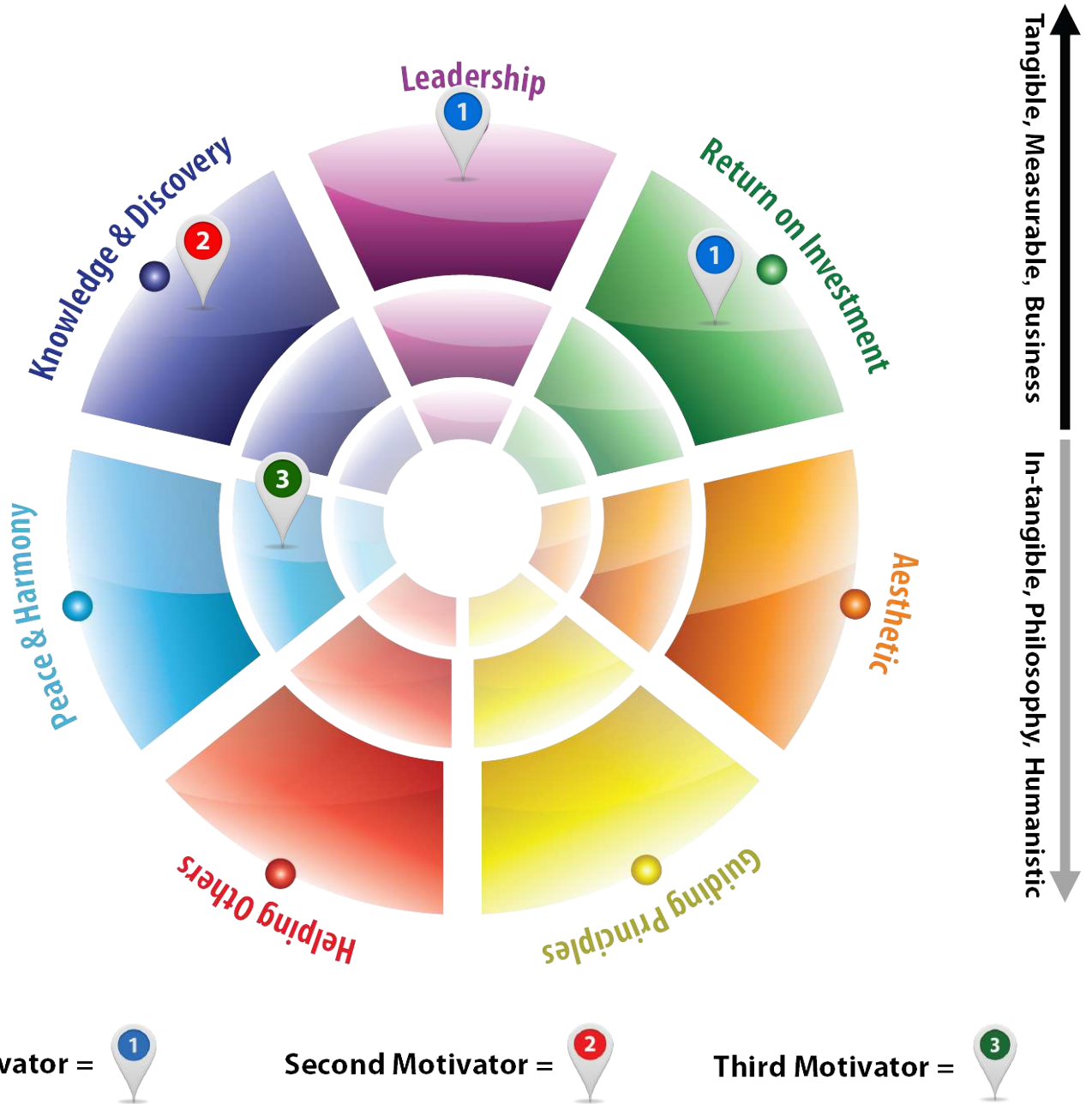
- Only focusing your time and efforts on people, tasks or projects that give a good return on investment may result in you alienating some people and missing out on good opportunities for experiences even though from a practical sense they have little monetary or ROI value.
- You may feel the ends justify the means, this is not always the case.
- If you do not maintain a balanced work life then it may affect your stress level, personal life, relationships and health.

### **Value to a Team**

- Focused on the “bottom line” of the business
- A practical thinker
- Focused on sales, expenditures, time and ROI
- Will optimize the time of the group and make sure to keep the team on task
- Focused on function and practicality rather than looks or getting bogged down in details

### **Developing, Coaching and Mentoring (Notes for your manager, trainer or coach)**

- Take a practical approach and clearly define the incentives and rewards that will be obtained as a result of completing the development or coaching program.
  - Provide training and development that will result in higher income and advancement.
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## Action Learning Exercise

1. List below your top 3 motivators with the highest scores from your Motivating Factors™ Report:

These motivators will be most influential in your determining your actions, decisions and life choices.

#1:

#2:

#3:

2. In the space below describe a situation(s) in life and work where these motivators are clearly demonstrated:

### Motivator # 1

Life Example:

Work Example:

### Motivator # 2

Life Example:

Work Example:

### Motivator # 3

Life Example:

Work Example: