



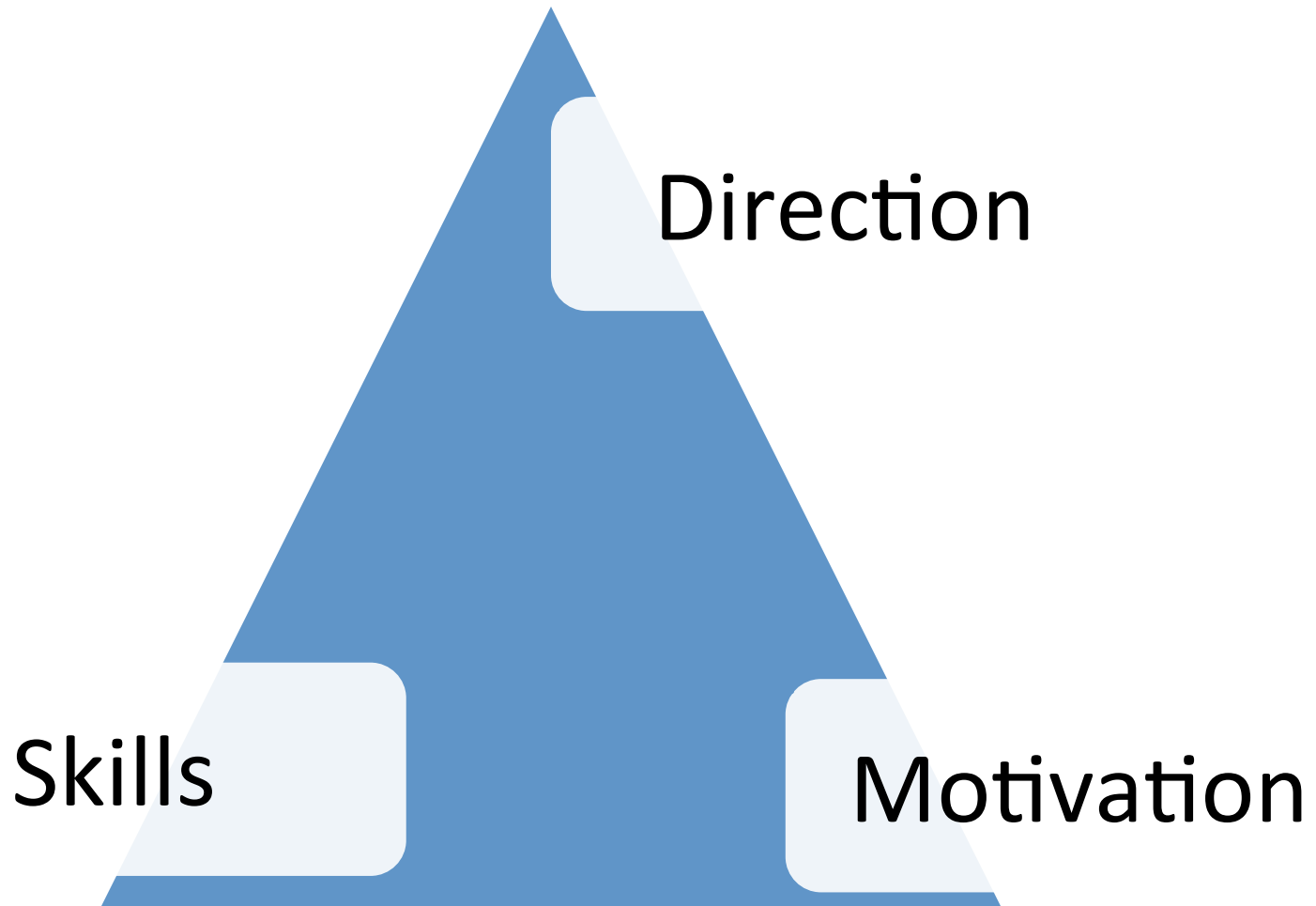


My Special Offer to you



- For the first 10 attendees who can arrange an appointment for me with their senior manager to discuss how I can help your business.
- I am offering the full experience of your own Motivational Map (completed on line) – A 15 page report identifying each of your motivators and an additional report measuring your motivation - PLUS a ONE Hour Feedback session with me – usual cost £250!
- Go to www.thesweetpotatoconsultancy.com to the Motivational Maps page and sign up!

Performance At Work



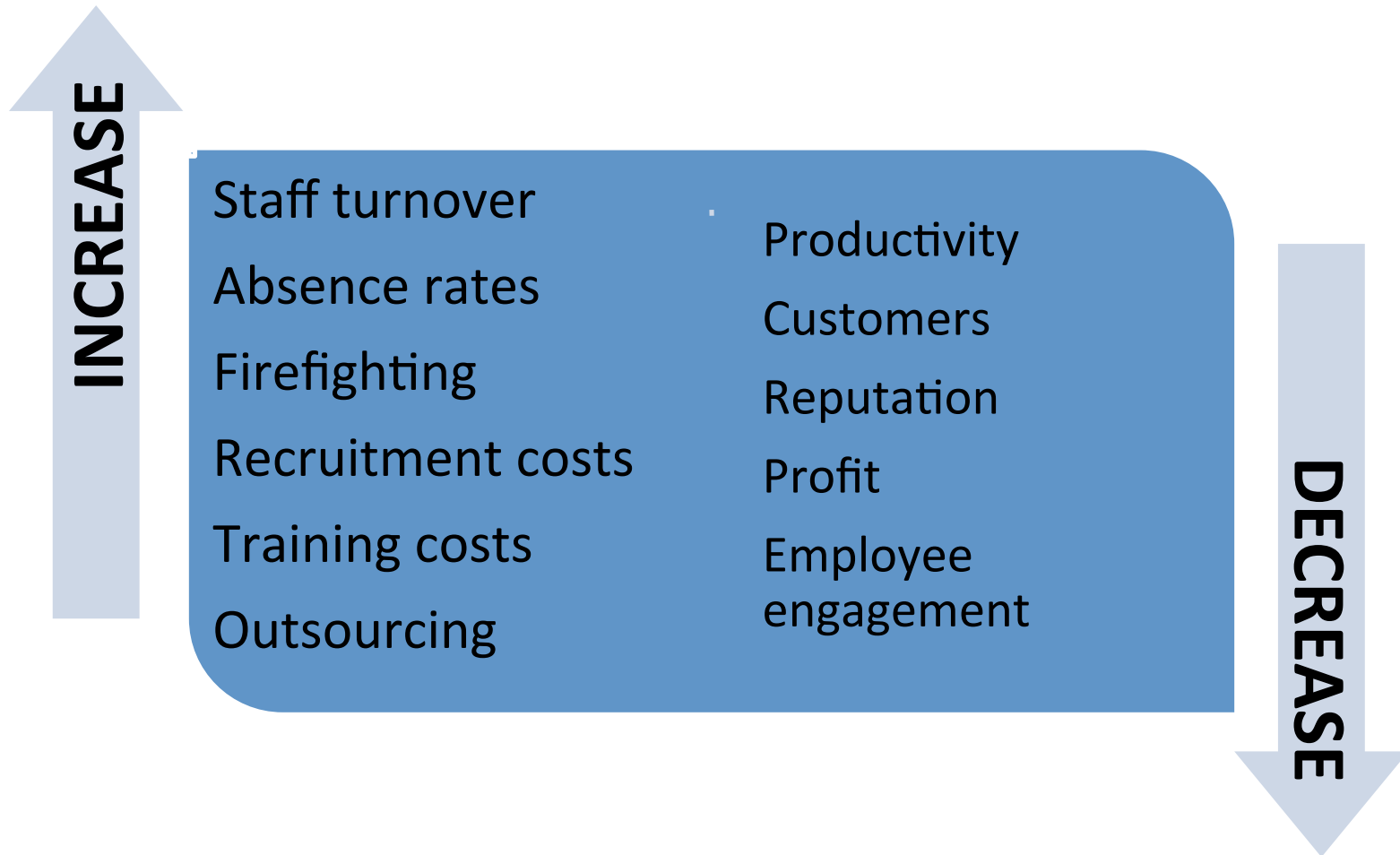
Why is it important?



Why is Motivation Important?



Symptoms of Poor Motivation



Cost of lack of Motivation



- **£30.4 million** pa lost to UK business due to sickness absence (Labour Force Survey 2015/16).
- **11.7 million days** = stress, anxiety & depression
- **Avg 6.3 days/year** priv sector & > public (CIPD 2016)
- Slight decrease in absenteeism – **RISE presenteeism**
- **Worldwide 63% emp** not engaged (Gallup 2013)
- **Est £6 billion lost from UK economy** (0.4% of GDP)

Benefits



- Improved health & less sickness
- Greater productivity
- Enhanced performance
- Happier culture
- More loyal staff
- Retention of good staff
- Less expense in recruitment
- Effective appraisal & reward system

What is motivation?



- When we are motivated we have high drive & high energy
- Its power & intensity can wax & wane
- Critically important to our lives
- Motivators are deep needs within us, invisible,
- They prompt us to act in certain ways & directions
- We need to deliberately focus more in feeding our motivation

How do we find out what motivates us?



- Each of us have same 9 motivators but in different combinations for each individual
- 9 motivators at work – hierarchal order
- New language and metric to describe & measure motivation
- A language to describe the invisible

Personality or Motivation?



Personality tests	Motivational Maps
Deal with traits...which are relatively fixed and stable	Deal with states... which are changing and dynamic
Give a snapshot ...of who you are	Give a video ...of where your energy is flowing
Need only be done less frequently as change occurs slowly...	Need to be done frequently... because your energy, like your health, needs monitoring and boosting

The 9 work motivators

Relationship Motivators



The Defender
seeks security,
predictability,
stability



The Friend
Seeks belonging,
friendship,
fulfilling
relationships



The Star
Seeks recognition,
respect,
social esteem

Achievement Motivators



The Director
Seeks power,
influence,
control of
people / resources



The Builder
Seeks money,
material satisfactions,
above
average living



The Expert
Seeks knowledge,
mastery,
specialisation

Growth Motivators



The Creator
Seeks innovation,
identification with new,
expressing creative
potential



The Spirit
Seeks freedom,
independence,
making own
decisions



The Searcher
Seeks meaning,
making a difference,
providing worthwhile
things

RELATIONSHIP / BELONGING MOTIVATORS



Friend

Comes to work because their friends are there. Likes to belong, to be part of a community, part of a team, to be sociable and well liked. Seeks friendship and fulfilling relationships.



Defender

The Defender wants stability, security and safety. Enjoys predictability and dislikes change and surprises. Needs time to prepare



Star

The Star is good at their job and wants everyone to know about it. To be recognised for their achievements, especially receiving recognition from their peers. Seeks respect and social esteem.

ACHIEVEMENT or WORK MOTIVATORS

Builder



Highly motivated by money and material satisfactions. Enjoys targets. Highly Competitive. Requires an above average standard of living.

Director



Likes to have all the power, be in control of people and resources and loves to be the one making all the decisions. Enjoys being delegated to :- more responsibility & more work.

Expert



The Expert wants to be master of their trade or profession. To be a specialist. Loves to attend training courses and learn all they can about their subject. Seeks mastery and specialisation. Loves to learn.

GROWTH or SELF / PERSONAL DEVELOPMENT MOTIVATORS

Searcher



The Searcher seeks meaning and needs to be doing meaningful work, providing worthwhile things, to have a purpose, to be making a difference and to be helping others. Needs plenty of feedback & reassurance on these point. Sees big picture.

Creator



The Creator thrives on new opportunities to innovate and to develop. The creative type. A great Change Agent – risk friendly. Likes to work alone or in small groups

Spirit



The Spirit seeks freedom and independence, and so hates to be micro managed. Wants to set their own priorities, prioritise own time and make their own decisions. Can be challenging to manage!

Important

- All motivators are good and equal
- No such thing as a “bad” motivational profile – only context
- Motivators are not Skills or Knowledge
- An individual can perform at a high level yet be unmotivated
- But ultimately unsustainable – leads to burnout & health issues!

Benefits of using MM to identify & measure our motivators



- Helps us understand ourselves & others
- Helps managers understand & get best from employees
- Means we can reward our top 3 motivators – happier at work
- Measure teams & organisational motivators, reward & boost levels, identify issues, detailed information
- Insight and action
- Map and remap to demonstrate change

Now - Identify Your Top 3 Motivators



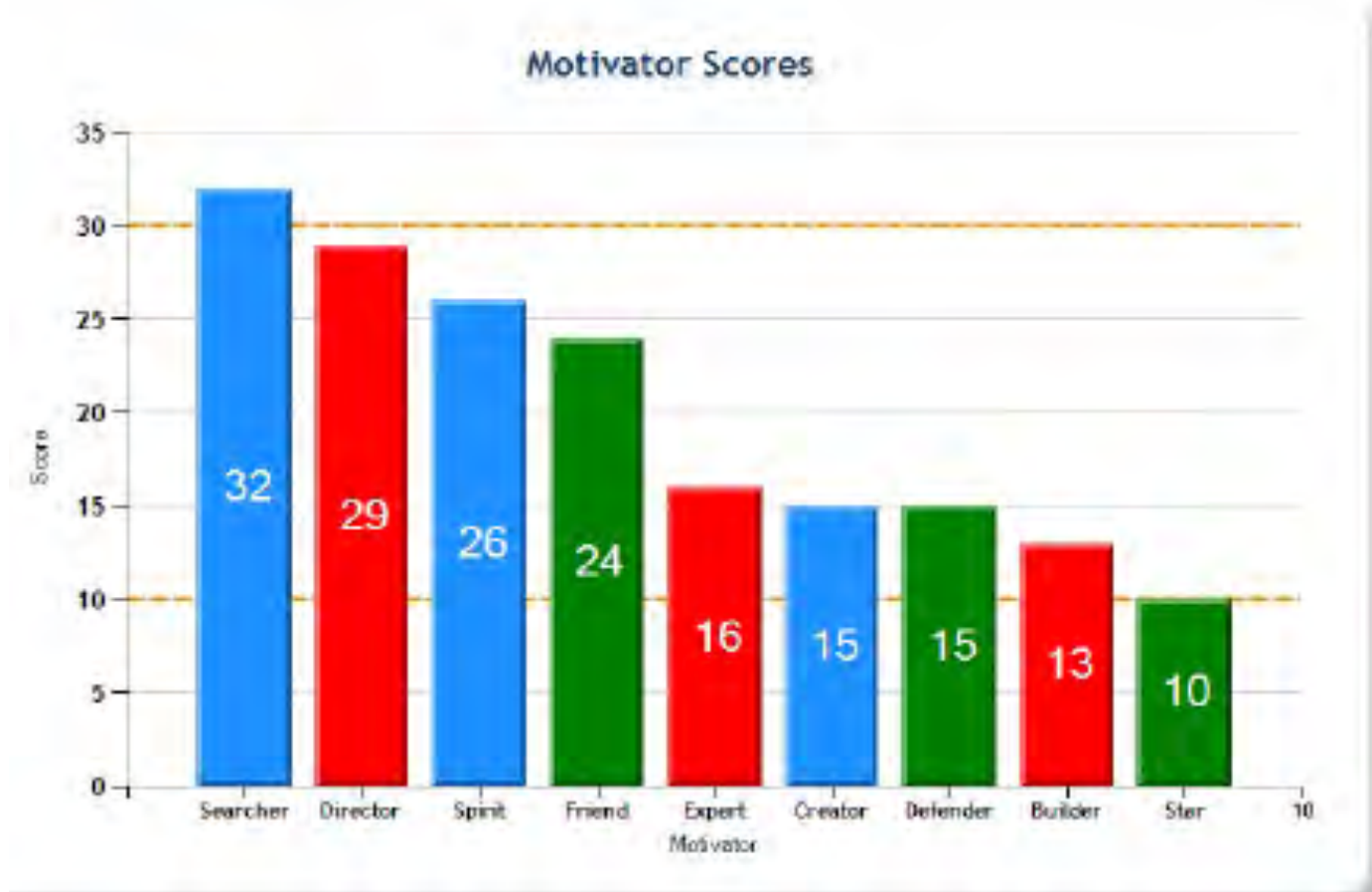
- Make a list of 3 things that motivate you at work eg “friendship” or “belonging” or “being sociable”
- Rank them
- Now – check with your neighbour and see what they think are your top 3 motivators.
- Compare their answers with yours. From this decide what your top 3 most likely motivators are.
- **Remember the most accurate method is the online one(*the 1st 10 people who get me an appt or introduction with a manager or budget holder can have a free MM and 1 hour feedback!*)**

Consider others there may be tension with



- What do you think are their top motivators?
- How do they fit with your top motivators?
- How could you manage your **manager**?

Someone's map



Differences with others



Searcher V Builder

Searcher V Defender

Director v Spirit

Spirit v Defender

Creator v Defender

Builder v Searcher

Director v Friend

How to use this in the workplace



- Managing up – now we can take responsibility & influence
- What motivators might a **manager** have – higher Director – how would we communicate with them? *eg “this would enable you to have more control over X or Y”*
- Further into general management will need broader skills – *might not need the detail of the Expert – just the executive summary!*
- High Stars – limelight - **low stars** may conflict – but *by helping them look good & be in limelight this will then improve relationships/teams & help business*

The End!



Thank you and I look forward to
working with you in the
future!

The logo consists of three overlapping circles of varying shades of blue and teal, arranged in a descending spiral pattern from the top left towards the bottom right. The text is centered within the smallest, innermost circle.

south
west
contact
centre
forum

Jane Thomas

Director

Time for lunch!



Morgan's Restaurant