



Motivators Pro

YOUR INTEGRATED MOTIVATIONAL ORIENTATION REPORT

An integrated look at what drives us

The IMO Report offers a more robust way to understand motivation through the satisfaction of our primary core motivators explained in terms of our pursuit of specific activities at work.

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Inside Your Integrated Motivation Orientation Report

Introduction: How Your Motivational System Works

An introduction to motivation and the Integrated Motivational Orientation Report.

Your Integrated Motivator Orientation (IMO)

How three most important sources of motivation work together to create your own unique motivational style.

Your IMO Preferences and Consistency Graph

How you consistently prioritize and organize the three powerful sources of motivation within yourself and your own environments.

Your IMO

Your specific IMO preferences integrated into one overall style that captures the essence of your ideal self.

Understanding Your IMO; The Seven Unique Motivational Elements

The seven sources of workplace motivation include: Aesthetic, Altruism, Economic, Power, Individualistic, Regulatory, and Theoretical Elements.

Motivational Consistency & Direction Comparison Graph Summary

The motivational elements that you will use to best influence your overall direction towards personal fulfillment in work and life.

The Motivator Word Matrix

Translates your numeric scores into a one-word descriptor and places each word in a relative position to other descriptors for a quick and easy high-level view.

The Motivational Comparison Report

The comparison of your motivational scores relative to everyone else.

A Deeper Dive

More detailed insights into your natural direction and consistency for each of the seven Motivational Elements.

Tiny Steps Big Results Plan

How to apply your new insights into a workable plan for motivational success.

Understanding How Your Motivational System Works

An Introduction to Your Motivational Orientation (IMO)

The big idea: Motivation is central to our lives at work. Having a systematic approach to motivating your behavior is what matters—yours and others. This is a skill that can be learned.

The aim of this report: Is to help you understand some of the hidden forces of your motivators and to help you to increase the positive effects while reducing any of the potential harmful effects of your motivational orientation.

An approach that works: Understanding the building blocks of your motivational system and the ways in which they can work better for you is essential for growth and happiness. The simpler you can create pathways to influence what energizes, orients, and directs you to behave in certain ways, the better you can arrange things to make your actions more useful. What matters most is to get started by understanding (sufficient awareness and no more) how your motivational system works.

When using this report, focus on “what directly leads you to take action.” You won’t make yourself more effective by copying other people’s motives; you must first start with your own motivational nature and what serves you best and then make it automatic. The two main actors responsible for your success are your “motivational orientation” and your “environment.”

The focus of this report: Your unique Integrated Motivational Orientation (IMO) is the central concept of importance to you in this report.

Your IMO describes and identifies:

- Your motivational direction. Think of your motivational direction as specific goals to which your motivational energy will be directed.
- The types of work-related activities, events and structures that shape your IMO.
- Your IMO factor potential from weak to strong.
- Your relative IMO motivational consistency level: The potential effort you can count on when the right motives are present. You will also discover the level of consistency most preferred by you.

Your IMO does not describe nor does it identify:

- What you do (behavior). Some of your behaviors (i.e., the characteristics you exhibit while you do things) are not aroused by motivation. For example; habits, reflexes, routines and instincts are not aroused by motivation.
- Your IMO does not identify how well developed your preferences are or how well you use them.

Your Integrated Motivator Orientation (IMO)

The Power of Your Integrated Motivator Orientation (The How)

At the heart of your IMO are specific preferences that are consistently important to you.

Your specific preferences work together to form an overarching orientation that reflects the consistency of how you want to shape your behavior and energize your efforts.

Your unique IMO acts as a set of requirements or demands you place upon yourself as part of your approach to fulfilling what is important to you. Your unique IMO also acts as a potential trigger point that can be activated by outside threats to what is important to you.

Your IMO identifies your sources of motivational preferences in three areas that all people feel are important. The fulfillment or thwarting of your motivational preference promotes in these three areas a sense of full engagement (flow); a feeling of being controlled and pressured; or a lack of intention. Your specific preferences within your IMO are measured using each pair of opposites below.

The (3) opposing measures of motivational preference

Lower Consistency

Rule Dependent

Your preferences for shaping your behavior and being energized by adherence to existing rules and structures.

Intuition

Your preferences for shaping your behavior and being energized by taking what you currently know and have already experienced as your primary approach to seeking and taking in information.

Accommodation

Your preference for shaping your behavior and being energized by your approach to supporting others even at personal cost or disadvantage.

Higher Consistency

Freedom & Autonomy

Your preferences for shaping your behavior and being energized by experiencing and expressing your autonomy and freedom.

Truth Seeking

Your preferences for shaping your behavior and being energized by uncovering the objective truth to reduce any uncertainties. The need to discover the “why” concerning what is expected of you takes precedent over the “how.”

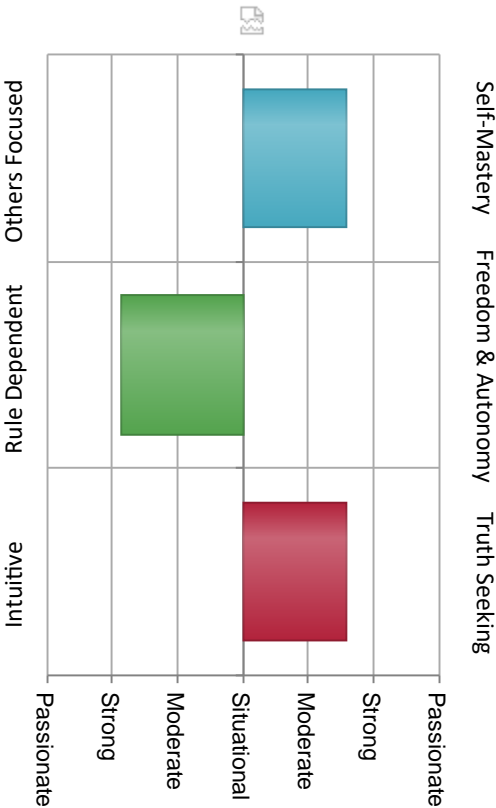
Self-Mastery

Your preference for shaping your behavior and being energized by your approach to self-enhancement and competency to assurances in reaching your desired outcomes.

Craig's IMO Preferences and Consistency Graphs

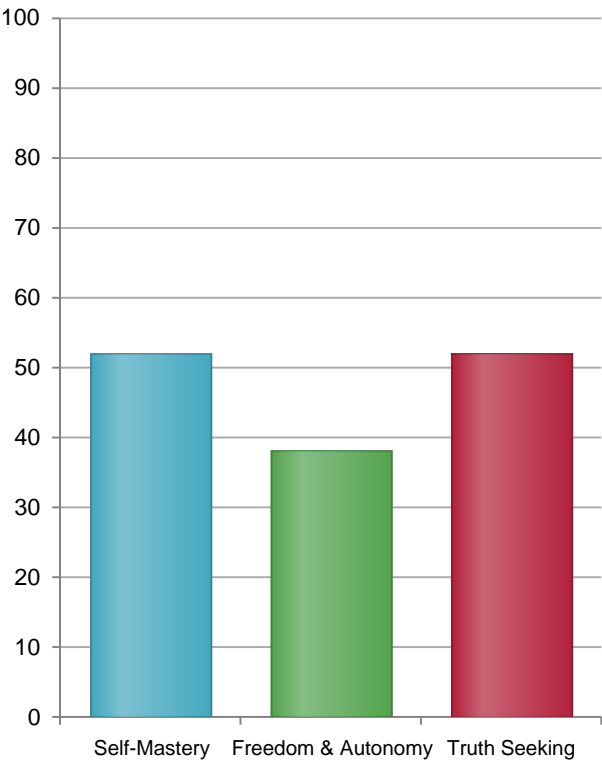
Craig's IMO preferences graph indicates the sources of your motivational preferences you use to organize, energize, and move yourself towards an action. Your IMO consistency and direction graph indicates the level of consistency and direction of your prioritized sources of motivation when engaging your motivational preferences.

Your IMO Consistency and Direction Graph



IMO Consistency Level

Your IMO Preferences Graph



IMO Description

Your IMO **Preferences** Graph on the right side of this page identifies and describes your prioritized sources of motivational preference. This graph indicates how you organize and prioritize your approach to motivation. These different “approaches to organizing and prioritizing” the three areas of motivational importance create our differences. Your IMO **Consistency** Graph on the left side of this page reflects your direction towards two “opposing sources” of motivation.

The graph also reflects how consistently you prioritize a specific source of motivational preference over the others. Think of your motivational preferences as your right and left hands. Most of us favor using one hand over the other to carry out specific tasks. In a similar way, you have favorite or specific preferences in how you shape and want to energize your behavior.

Craig's Integrated Motivator Orientation (IMO)

Craig, Your IMO Is: The Pragmatist

The Pragmatist (Situational Learning Style 2):

Objective: Your main objective is to develop efficient, functional, and practical, methods of achieving moderate management over your own life and destiny as well as the lives of others who will allow it. You desire to establish structured systems and reliable routines for life and work.

Basic Desire: Your basic desire is to achieve a balanced and cooperative relationship with the world and those people who will have a direct effect upon it in an effort to manage its outcomes by establishing order, routine, and reliable systems for living.

Learning Preference: Your basic learning preference is situational. Rather than studying to know everything, you may only focus on what gets you over the hump. You don't like spending inordinate amounts of time in the part of your brain that gets bogged down with complex, unimportant or unnecessary details. You will likely rely on your practical horse sense, past experiences, and real-world thinking.

Energizing Activities: Your style usually seeks control, structure, and dependable means to achieve real-world results, which may include leading, management opportunities, instructing, and cooperative environments. You will usually seek control, structure, and principled standards for living within a reliable closed system. This may include religious groups, clubs, fraternities, and other groups where established beliefs are upheld and enforced.

Focus: You will likely focus on leading others through life's maze through levelheaded team efforts, structured reasoning, and intellectual discoveries that enhance and contribute to already established truths.

Potential Blockers: Potential blockers are created when your somewhat static (rigid) mindset disables you from thinking too far outside the box or appreciating the diversity of ideas offered by others. Rather than seeking out and digging deep for new insights, you tend to rely on what you already know or think you know. Your over-reliance on what you "think" is right may block you from knowing what to do or doing the right thing.

Potential Strengths: Your strength lies in your ability to manage and work with others who think along the same lines as you do without overly vacillating. You are structured in your thinking and you can easily rely upon proven and already established methods for accomplishing tasks.

Potential Conflicts: Inner and outer conflicts associated with your style include a moderate decreased passion for controlling your own space with a high need for structured environments and outcomes. Inner conflict responses may include excessive black and white or either/or thinking even when all the facts may allow wiggle room. You may also be tempted to strictly enforce your own ideas on others and hold them to your standards for living.

The Seven Sources of Motivation Underlying Your IMO

Underlying your IMO are seven **specific** sources of motivation known as motivational elements. Each one of your seven motivational elements will be measured using each pair of opposing sources below. Your IMO organizes your seven specific motivational elements into three groups of integrated values containing higher and lower intensities in unique and differing combinations.

The Motivational Orientation Opposites Spectrum

Lower Consistency

Grounded

Your preference for shaping your behavior and being energized by pragmatic and tangible approaches that bring concrete and reliable results.

Satisfied

Your preference for shaping your behavior and being energized by less competitive approaches and being more satisfied with what you already have.

Secure

Your preference for shaping your behavior and being energized by not seeking the limelight, keeping ideas to yourself, and a less likelihood of self-promotion.

Submissive

Your preference for shaping your behavior and being energized by supporting other people's efforts and a less focused approach to owning your own personal space.

Self-Focused

Your preference for shaping your behavior and being energized by focusing on personal wants and needs and taking a more suspicious stance towards the motives of others.

Higher Consistency

Aesthetic

Your preference for shaping your behavior and being energized by achieving equilibrium and harmony between the world around you and yourself.

Economic

Your preference for shaping your behavior and being energized by self-interest, economic gains, and achieving real-world returns on efforts.

Individualistic

Your preference for shaping your behavior and being energized by expressing your autonomy and freedom from others' ideas and protocols.

Power

Your preference for shaping your behavior and being energized by directing and controlling people, environments, and personal spaces.

Altruism

Your preference for shaping your behavior and being energized by helping and eliminating pain and suffering at personal cost.

The Motivational Orientation Opposites Spectrum (Continued)

Lower Consistency

Defiant

Your preference for shaping your behavior and being energized by remaining independent of as opposed to depending on the restrictive ideas of others.

Dis-Interested

Your preference for shaping your behavior and being energized by a more dismissive view of gathering new information and discovery while relying more on your natural instincts and past experiences for answers.

Higher Consistency

Regulatory

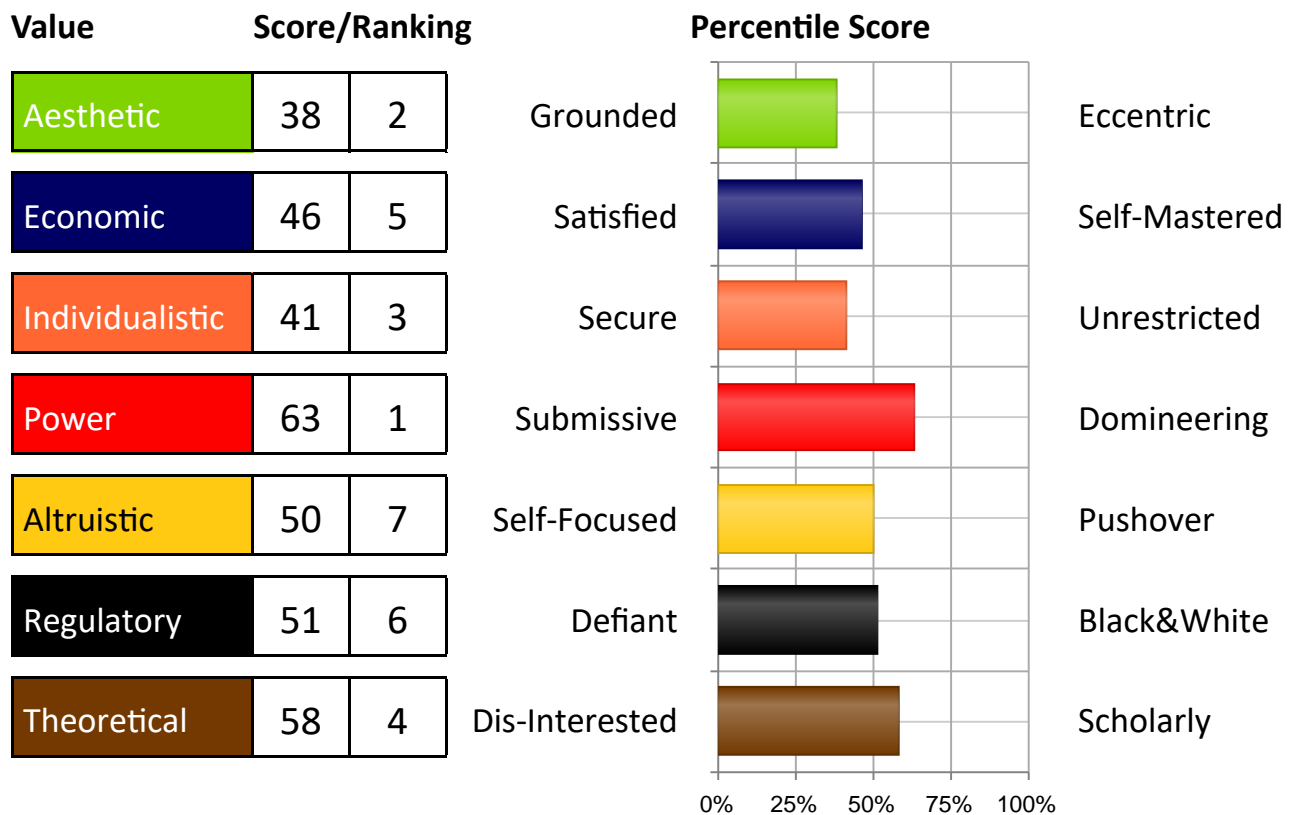
Your preference for shaping your behavior and being energized by establishing routine, order, and setting boundaries for yourself and others.

Theoretical

Your preference for shaping your behavior and being energized by activities towards knowing everything that can be known about what you believe to be important and truthful.

Craig's Motivational Consistency & Direction Graph

This represents the combined sources that drive your consistency of motivation.



Understanding Your Motivational Consistency and Direction Graph

The IMO elements listed above are structured into an integrated system of priorities by the dynamic relationships among them. This graph does not measure intensity, but rather it measures your motivational consistency (what you gravitate towards given the chance).

The graph above measures your unique motivational priorities identified by how you ranked the relative importance of the seven (7) IMO elements above. Your ranking is important because what affects your behavior is the trade-off (unique prioritizing) you make among all seven elements, not the importance of any one element alone.

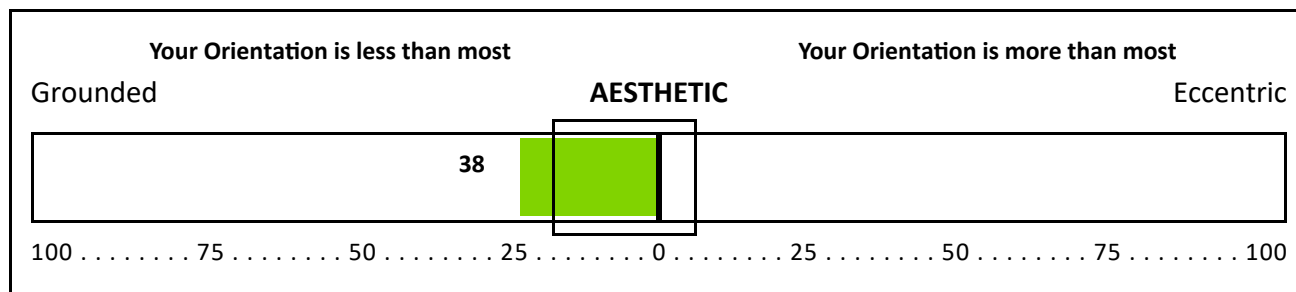
These elements have been ranked highest to lowest (ranging from 1-7). Your consistency in selecting individual preferences is expressed by the length of a bar in either direction. A shorter or longer bar in either direction indicates a consistency of preference for one motivational element over another. The shorter the bar the more inconsistent your preference, the more moderate your bar the more situationally oriented you are in that specific element. The longer the bar the more you consistently prefer a specific element and the more you will favor environments that favor that element.

A Deeper Dive

Craig's IMO Element Direction and Consistency Details

Each individual IMO element's direction identifies the pathways you will prefer to best influence your emotional fulfillment. Your emotional intensities will either contradict or assuage your overall outcome.

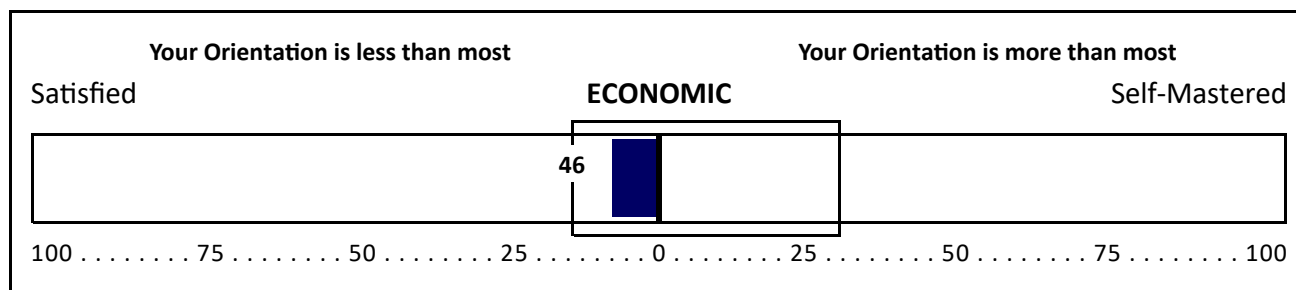
Your Aesthetic Direction



Your Aesthetic Direction:

Measures the intensity for achieving equilibrium between the world around us and within us while creating a sustainable work/life balance between the two. High scores within this motivator suggest a need to explore unconventional and alternative approaches to the world at large. Lower scores within this motivator suggest a pragmatic approach to the world. Those who score lower within this motivator approach matters in no-nonsense, straightforward, and functional ways. Sensible goals with real-world applications are the main objective.

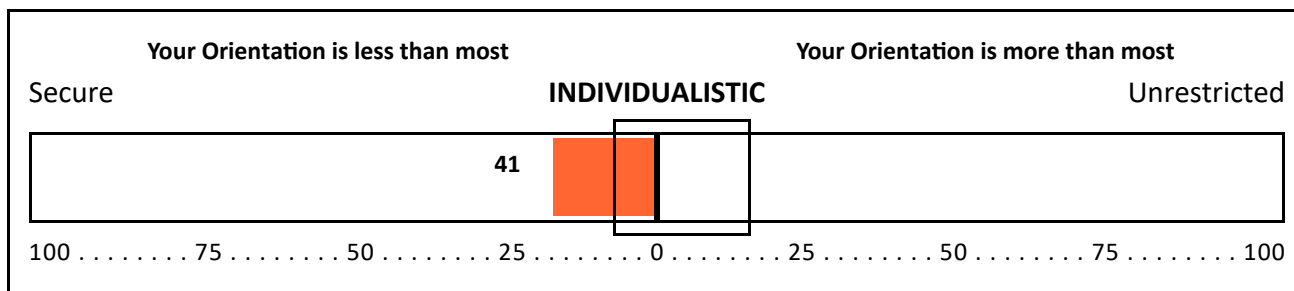
Your Economic Direction



Your Economic Direction:

Measures the intensity for gaining real world returns for a person's personal effort within the world. High scores in this motivator suggest a competitive mindset as well as an emotional need to gain equal-to or greater-than returns from the investment of your time, energy, and resources. Lower scores suggest a less competitive mindset. Those who score lower on this motivator will likely settle for what they can get as opposed to fighting for what they want or think they deserve.

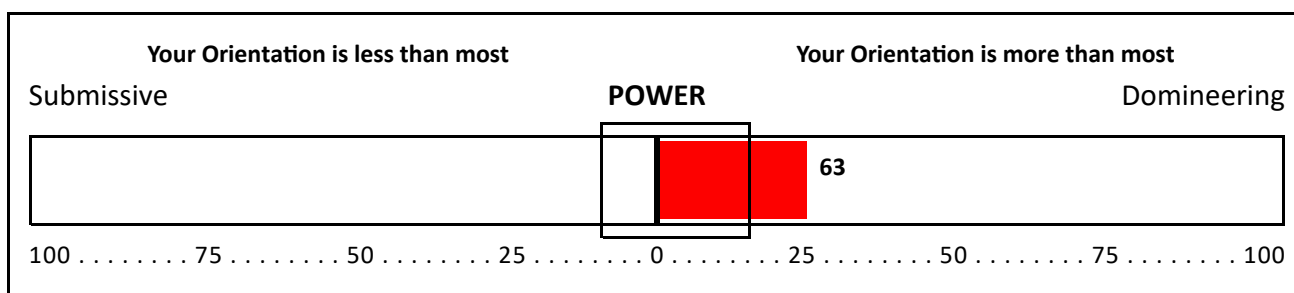
Your Individualistic Direction



Your Individualistic Direction:

Measures the intensity for setting one's self apart from others to gain freedom, autonomy, and specialness. High scores within this motivator suggest a need to project one's ideas and unique qualities onto the world and others that they may appear different and outstanding. Lower scores within this motivator reflect a more secure and cooperative attitude. Those who score lower on this motivator do not seek the lime light and may keep their ideas to themselves while not feeling the need to self-promote.

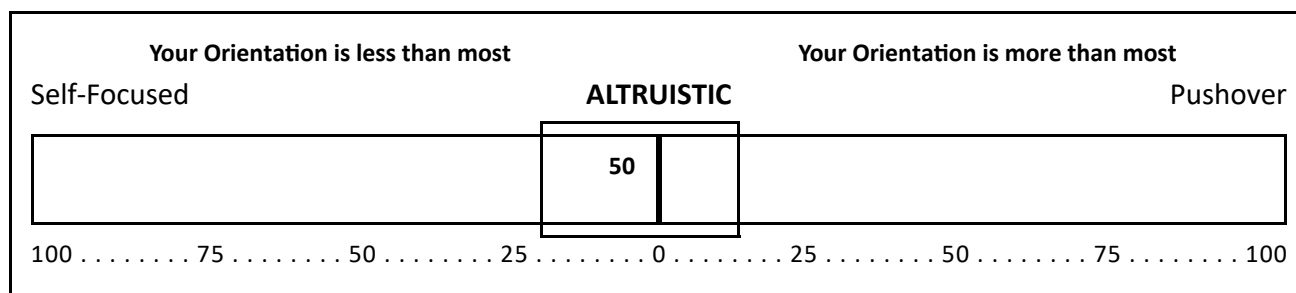
Your Power Value Direction



Your Power Direction:

Measures the intensity for directing and controlling people, environments, and spaces. High scores within this motivator suggest a need to direct and control one's destiny, immediate space, and the people within that space. The higher the intensity within this motivator, the lesser the desire to understand others' plights or opinions. Lower scores within this motivator suggest a need to be behind the scenes supporting someone else's efforts. People with a lower intensity prefer not to shoulder all the weight that accompanies larger responsibilities associated with leading and owning their personal space and destiny within the world or someone else's.

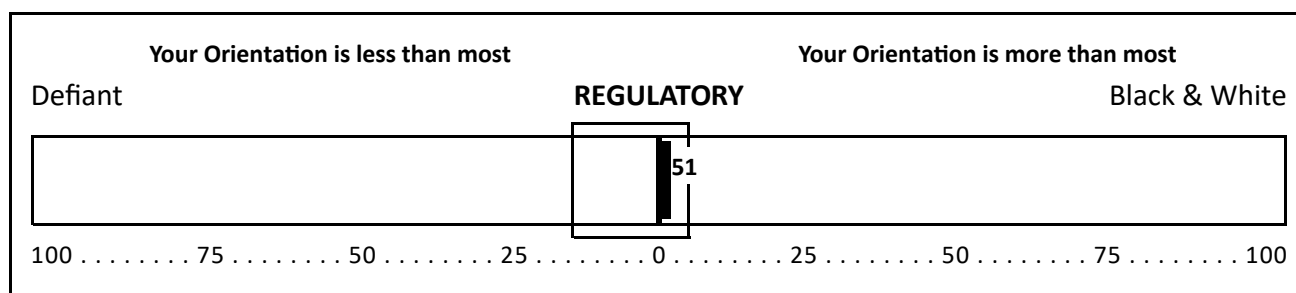
Your Altruistic Direction



Your Altruistic Direction:

Measures the intensity for achieving an element of sacrificial living through elevating others at the expense of the self. High scores within this motivator are indicative of seeing a greater value in others while missing or neglecting the value of self. Lower scores suggest a greater self-interest along with a suspicious mindset because of a greater emotional distance between yourself and others. Very high scores can reflect a greater intensity of low self-worth or a failure to see the value in yourself clearly.

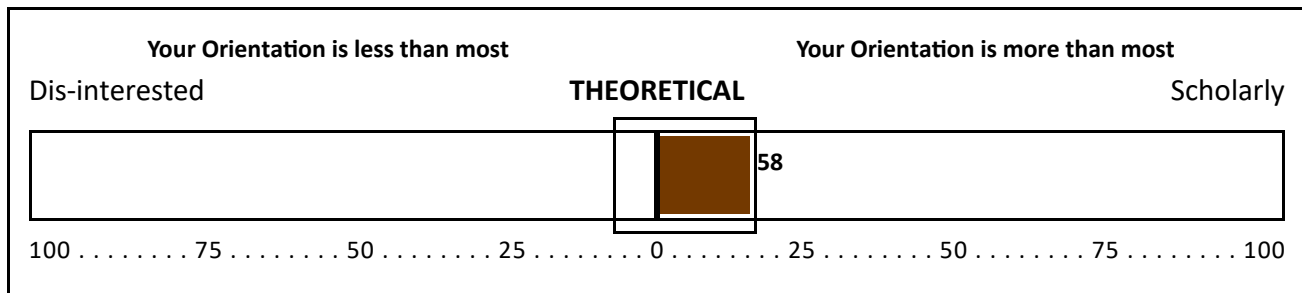
Your Regulatory Direction



Your Regulatory Direction:

Measures the intensity for doing things right within a structured world. High scores within this motivator suggest a need to follow established rules, pathways, and protocols, while enforcing strict guidelines on others who may not be so inclined to do so. Lower scores within this motivator suggest a to-each-his-own attitude toward the world at large. Those who score lower within this motivator believe there's more than one way to skin a cat—they live less structured lives and are open to more options and other opinions. They remain independent of as opposed to dependent on the restrictive ideas of others.

Your Theoretical Direction



Your Theoretical Direction:

Measures the intensity for needing to know the truth about a thing. It reflects a capacity to uncover, discover, and recover all the necessary information associated with a thing. High scores in this motivator suggest an emotional need to gather all the facts and data relating to a thing before moving forward in an environment. Lower scores reflect a more relaxed and intuitive approach to information and discovery. Rather than gathering all the information, a situational approach where one only gathers what he or she believes is necessary will apply.

Craig's Motivator Element Word Matrix

Eccentric	Self-Mastered	Unrestricted	Domineering	Subservient	Black & White	Scholarly
Impractical	Maximized	Independent	Forceful	Sacrificial	Fixed	Fact-Finder
Unconventional	Competitive	Self-Reliant	Authoritative	Accommodating	Systemic	Studious
Divergent	Incentivized	Creative	Controlling	Obliging	Orderly	Investigative
Imaginative	Practical	Balanced	Directive	Supportive	Disciplined	Inquisitive
Sensible	Judicious	Cooperative	Influential	Helpful	Open-Minded	Reflective
Realistic	Relaxed	Accommodating	Supportive	Self-Protective	Flexible	Street Smart
Practical	Aloof	Supportive	Yielding	Suspicious	Independent	Intuitive
Real World	Apathetic	Apprehensive	Passive	Distrusting	Spontaneous	Surface Analyzer
Grounded	Satisfied	Secure	Submissive	Self-Focused	Defiant	Disinterested
AES	ECO	IND	POW	ALT	REG	THE

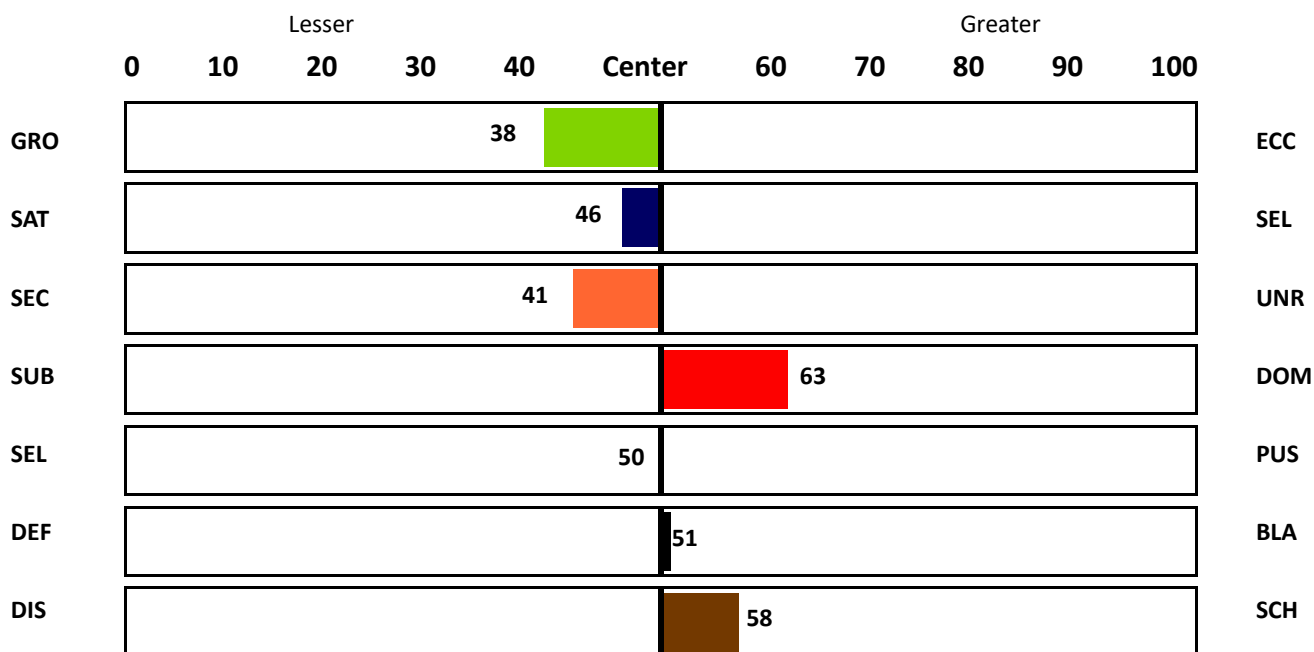
Chart your descriptors for a better sense of what drives your motivation

The motivator element word matrix translates your numeric score into a one-word description and places each word in a relative position to other descriptors.

By labeling your numeric score with one word you can better understand, describe and locate both your motivator orientation and its direction.

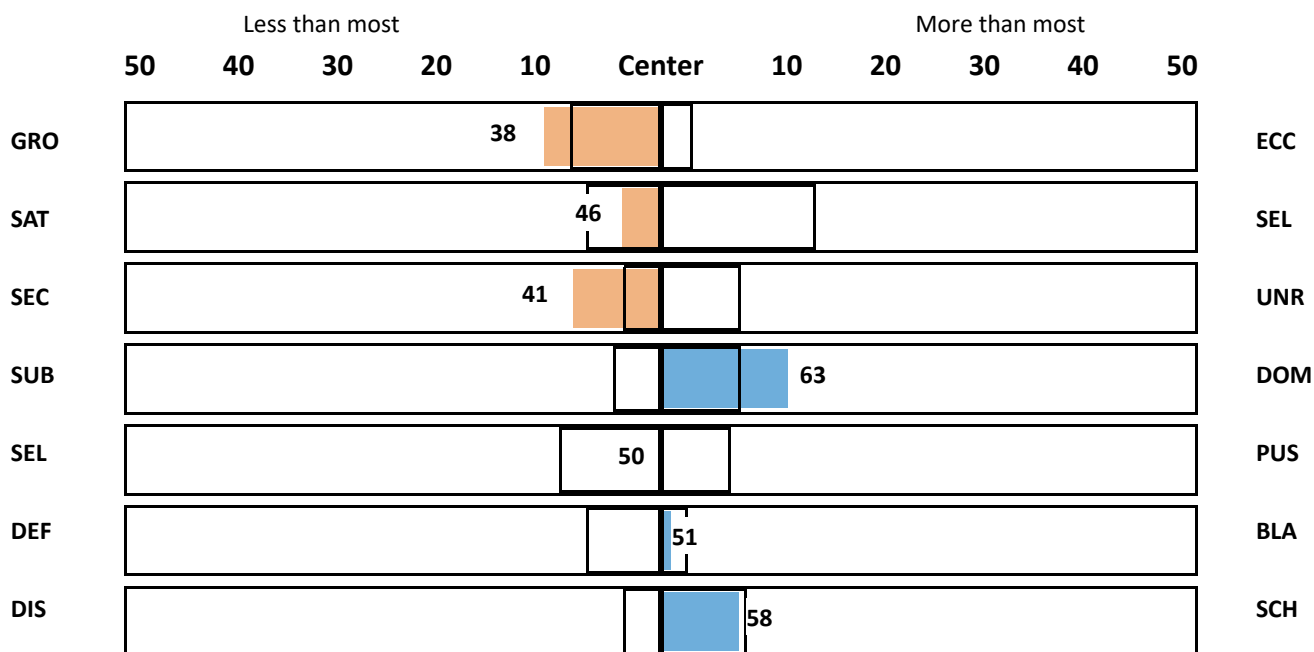
Your Motivational Comparison Graphs

Evaluate the direction of your scores

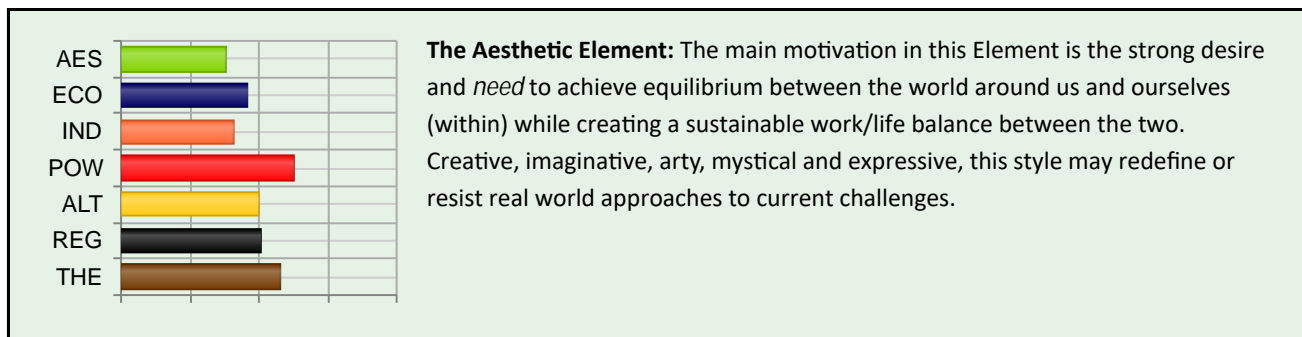


How different are you from everyone else?

Compare the direction of your scores to everyone else



THE AESTHETIC ELEMENT



Universal Assets: Average Aesthetic

- You work equally well with practical and imaginative, self-expressive types.
- You keep impractical and creative/mystical types grounded.
- You possess a healthy balance between style, purpose, and function.

Critical Advantages: Average Aesthetic

- You recognize conservation efforts, but may or may not participate in them.
- You are willing to help others especially if you appreciate their uniqueness.
- You desire a sense of balance between work and life, but are not crippled without it.

Driving Intuitions: Average Aesthetic

- You will equalize team efforts between doing it right and enjoying being innovative.
- You likely believe that creativity is available to everyone, but it depends on how one defines it.
- You possess a level of artistic appreciation.

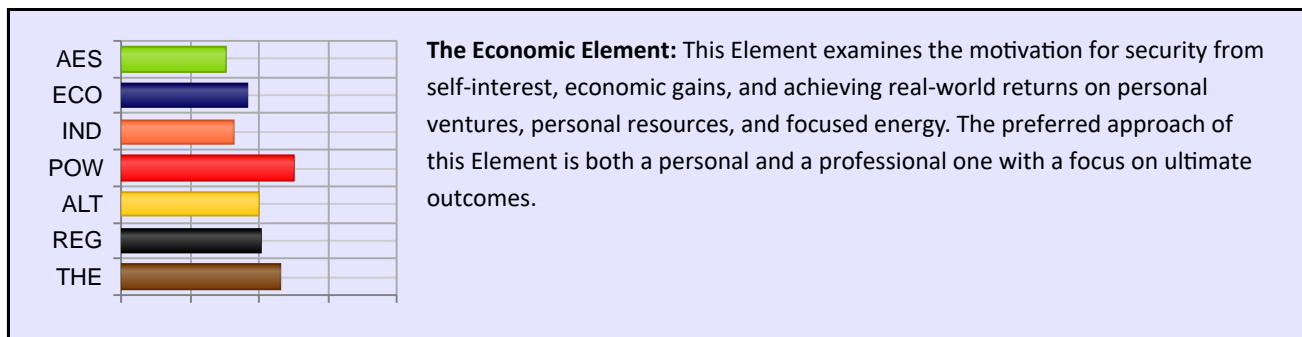
Learning Paths: Average Aesthetic

- You can work well with either groups, or individuals.
- You can develop both your soft skills and hard skills.
- Your development should be equal parts method and meaning, not just a job.

Growth Opportunities: Average Aesthetic

- You could benefit by ensuring your life is well balanced between personal and professional worlds.
- You can mediate between those who do and do not see the value in unconventional approaches.
- You may benefit by taking a more visible position on teams.

THE ECONOMIC VALUE ELEMENT



Universal Assets: Average Economic

- Your score indicates a balance between being satisfied with what you have and the need for more.
- You have the ability to identify with individuals who have both high and low satisfaction rates.
- You may have already achieved substantial economic goals of your own.

Critical Advantages: Average Economic

- You're fine with helping others with their projects and initiatives without experiencing to "get yours."
- You are likely motivated by more than just personal gain.
- You do not try to compete to the extent of creating dissension within the group.

Driving Intuitions: Average Economic

- You are comfortably poised between what's in it for you and what's in it for them.
- You are not an extremist when it comes to incentives.
- You can leverage your ability to cooperate with all types of people.

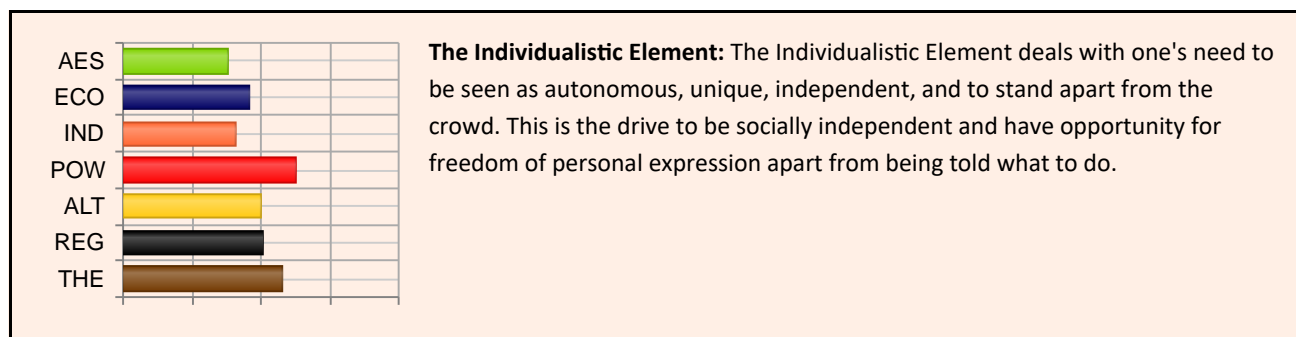
Learning Paths: Average Economic

- You should work with those who are not so concerned about leveraging their best interests.
- You won't come to a training session asking, "How much more will I earn as a result of this course?"
- There are times when you need to put your foot down when team members lack incentive.

Growth Opportunities: Average Economic

- You may not be as focused on your future as you should be.
- Because you work to live as opposed to living to work, you could be missing out on greater opportunities.
- At times you may need to be more aware of time constraints.

THE INDIVIDUALISTIC VALUE ELEMENT



Universal Assets: Low Individualistic

- You can work as a part of the team and assist others in meeting their needs.
- You'll likely prefer to be seen and not heard.
- You're not likely trying to establish your own ideas when in a group.

Critical Advantages: Low Individualistic

- You will likely stabilize the group rather than de-stabilize it.
- You are able to help others shine.
- You don't require name recognition and will be satisfied with being a part of the whole.

Driving Intuitions: Low Individualistic

- You'll want to make your own decision about being highly visible within group settings.
- You may settle for practical sense over extreme innovation.
- You'll prefer being the man or woman behind the curtain as opposed to the one up front.

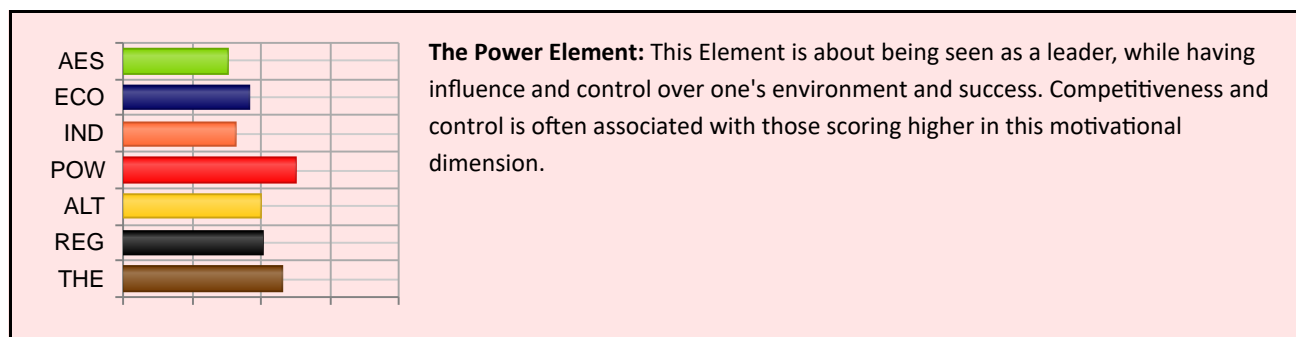
Learning Paths: Low Individualistic

- You'll want to have self-time as opposed to always being in the forefront.
- You prefer group efforts as opposed to star roles.
- You'll likely be self-disciplined when working with others and not easily distracted.

Growth Opportunities: Low Individualistic

- If you think it twice, say it once.
- You may think you are not capable of being creative in any way.
- You may settle for less and never fight for what you want when in a group setting.

THE POWER ELEMENT



Universal Assets: High Power

- You may feel at home when your ideas are recognized and put forward.
- You believe victory is likely going to be yours.
- You are more likely a fixer.

Critical Advantages: High Power

- You won't mind owning your roles within the workplace and handle everything associated with them.
- You may get angry or agitated quickly with slow moving people and will nudge them forward.
- You will likely advance quickly within your area of expertise.

Driving Intuitions: High Power

- You should recognize that some people may want to question your decisions and it's okay.
- You should understand that some people might see you as controlling.
- It's important to know that some people are not interested in too much responsibility.

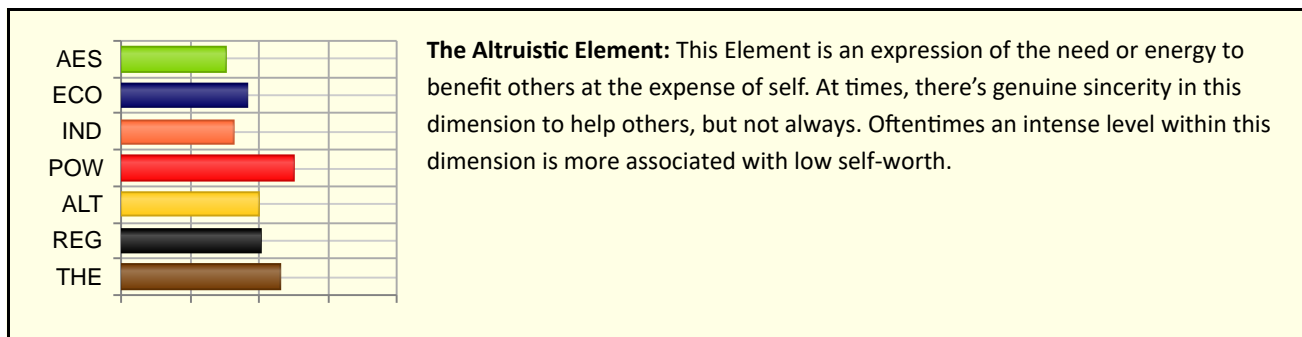
Learning Paths: High Power

- You could use a small group to lead and work with on projects.
- You like to think for yourself when learning new things.
- Some will see you as someone they may want to follow; step up when this happens.

Growth Opportunities: High Power

- You need to be aware of the fact that being in charge feels right to you and give others a chance to lead.
- Sometimes your need to be in control will be unappreciated by others.
- You might be too quick to shut others out of your decisions.

THE ALTRUISITIC VALUE ELEMENT



Universal Assets: Average Altruistic

- You can think clearly, logically, and with balanced judgment about the needs of others as well as your own personal needs.
- You are able to understand both the poor and the affluent equally without harsh judgment of either one.
- You're a stabilizing force between givers and takers and have no extreme view.

Critical Advantages: Average Altruistic

- You are not moved by every sob story that comes down the pike.
- You are able to pitch in when necessary and say "no" when you've had enough.
- You can both take a stand for injustice and let some seemingly unjust situations ride.

Driving Intuitions: Average Altruistic

- You'll likely be uncomfortable with people who give in excess.
- You have no extremes on either end of the "helping others" scale.
- You will moderate between giving and taking with balanced judgment.

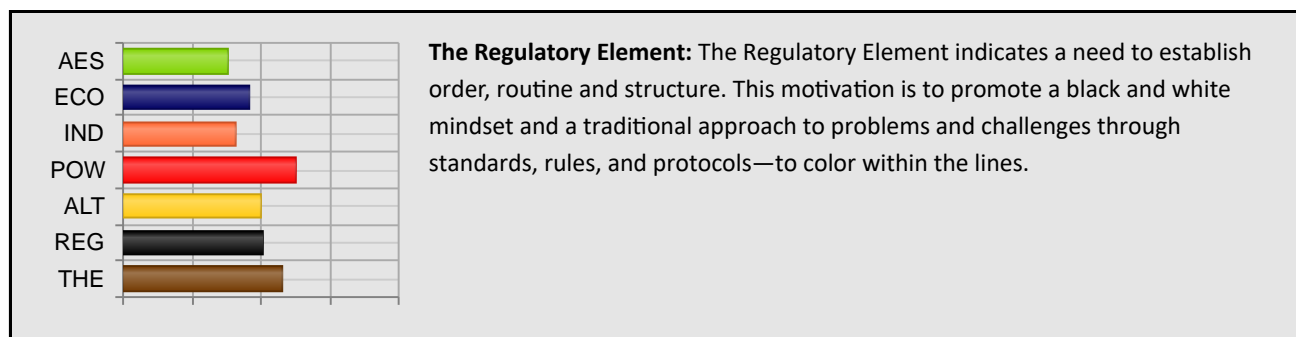
Learning Paths: Average Altruistic

- Your ability to be supportive of others as opposed to always having to control the show will benefit you when involved with team dynamics.
- You're flexible and will know when to say no and when to say yes during training and developmental programs.
- You're able to be an accommodating participant and a controlling factor in training and developmental programs.

Growth Opportunities: Average Altruistic

- Remember, helping others succeed can have practical results that can deliver business results that matter.
- You may need to own it more and not hang back and wait for someone else to take control in certain power struggles.
- You may need to take more control in certain situations and not remain neutral.

THE REGULATORY VALUE ELEMENT



Universal Assets: High Regulatory

- It's very hard to change your mind once you make a decision.
- You likely wouldn't do certain things for a million dollars.
- You will strive to convert others to your way of thinking.

Critical Advantages: High Regulatory

- You'll remind everyone of the rules they forgot.
- You won't appreciate people who can't make up their mind.
- You believe you're either in or out; everything else is compromise.

Driving Intuitions: High Regulatory

- You believe the person who knows "how" has a job and the person who knows "why" is the boss.
- You will need the right amount of time to make the necessary changes you need to make.
- You need to be profusely convinced or you won't change your mind.

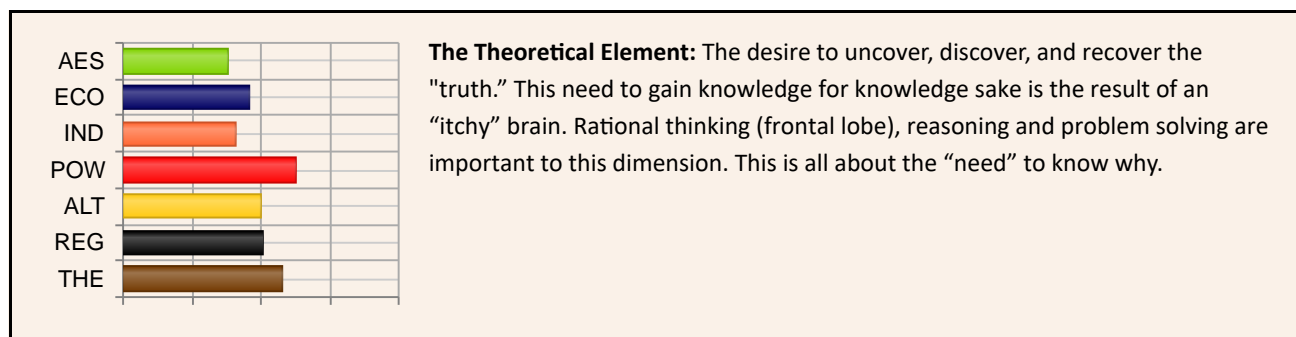
Learning Paths: High Regulatory

- Your learning activities need to be structured and outlined.
- You should be exposed to others who take more risks and allow yourself the benefit of being around them.
- Your learning development should be connected to traditional venues.

Growth Opportunities: High Regulatory

- Others may see you as rigid and dogmatic.
- Have some fun and be more spontaneous.
- You should think about expanding your horizon.

THE THEORETICAL VALUE ELEMENT



Universal Assets: Average Theoretical

- You are more of a broad-minded person and less a detailed person when it comes to finding out why.
- Your technical prowess will be limited to the things you love.
- If you have limited patience, you will "cram for the exam."

Critical Advantages: Average Theoretical

- You are curious to a point.
- You will not likely get hung up in analysis paralysis.
- You will demonstrate awareness within your area of expertise.

Driving Intuitions: Average Theoretical

- You bring continuity and structure to groups where thinking is necessary without getting too distracted.
- You have an even perspective, able to weigh both sides of an issue equally.
- Your curiosity can be peaked if something interests you.

Learning Paths: Average Theoretical

- Your knowledge won't get in the way of your social poise.
- You're open to new ideas and creative solutions that work as long as there are no extremely difficult assignments.
- You will likely support ideas that make sense.

Growth Opportunities: Average Theoretical

- You may need to become more versed in certain subjects in order to increase value.
- You may need to take time to get to the bottom of complex issues.
- You won't likely finish certain books that don't fully interest you.

Guidelines to help you explore and apply what is in this report.

1. The scores in this report are a snapshot in time. These scores represent your preference-pathways (desires, such as being in control or not) at the time you completed the survey. These are not lifelong motivators from which you have no choice or power to influence. Your scores are not the end of your learning they are the beginning of what you have learned.
2. There is no good or bad scores to have, but there are consequences. If you do not like the level of effort you feel toward your goals, how you are behaving toward others or how others are behaving toward you, you can influence them through intended behavior and emotions (See your DISC).
3. The key is to understand your motivational preferences so you can flex with the situation to encourage progress.

What works

- Decide what level of effort and intensity (energy) you want to use moving forward.
- Pick one simple behavior such as how long you take to think through a problem or how you endeavor to get what you need from someone.
- Make it easier to do using your motivational orientation you have right now rather than finding a greater or a more difficult motivational element.
- It is important for you to develop a practical understanding of your own motivational orientation so you do not trick yourself into feeling you lack motivation. We are all motivated but we may lack the “emotional energy” (your natural/concealed DISC graph) for the process of getting what we want.

What is proven not to work?

- Not starting or giving up.
- Getting more information. Information may help to change your attitude and intention but information alone does not work well to change your behaviors. Advice is hard to give and receive. When you hear advice, you may not be sure it will work for you. The way to get unstuck is not becoming extreme by exaggerating your efforts or stopping them altogether. Try doing something small and then look at the evidence.
- Wanting to get better at something is easy. Sticking with small changes is a different story.
- Avoid pursuing “ideal motivational activities or work.” Instead, improve your pursuit of vital work/activities using your natural motivational orientation within this report.

Tiny step big results plan

You are only a few behaviors away from making progress.

Where do I currently excel at work and what motivational elements are in play already?

Which motivational elements don't need any additional attention?

With which motivational elements am I currently struggling and need an extra boost?

Using my understanding of my motivational orientation, which types of additional motivations would work best for me?

Using my understanding of my motivational orientation, which types of additional motivations would not work for me right now?

Now the next step is to reduce the harmful elements on our motivational pathways. Choose one harmful influence on your motivational orientation (take in small steps) I will act on today. (Wash, rinse, and repeat).

Choose one positive influences on your motivational orientation (take in small steps) I will act on today. (Wash, rinse and repeat).

My report uncovered the following orientations that I need to build defenses for to better reduce harmful effects on my motivation. (list up to three (3)).

I have learned that we all are motivated to get better but we get stuck with the process we must go through to move toward what we want. How can I make the process of making progress smaller and simpler? (list up to three (3)).

When I take the above steps, I will remind myself the difference between moving ahead and stopping is very small. (Write this previous sentence on a post it notes and place it by the door of your office, bedroom or bathroom so you can physically “tap” it to solidify it in your mind).