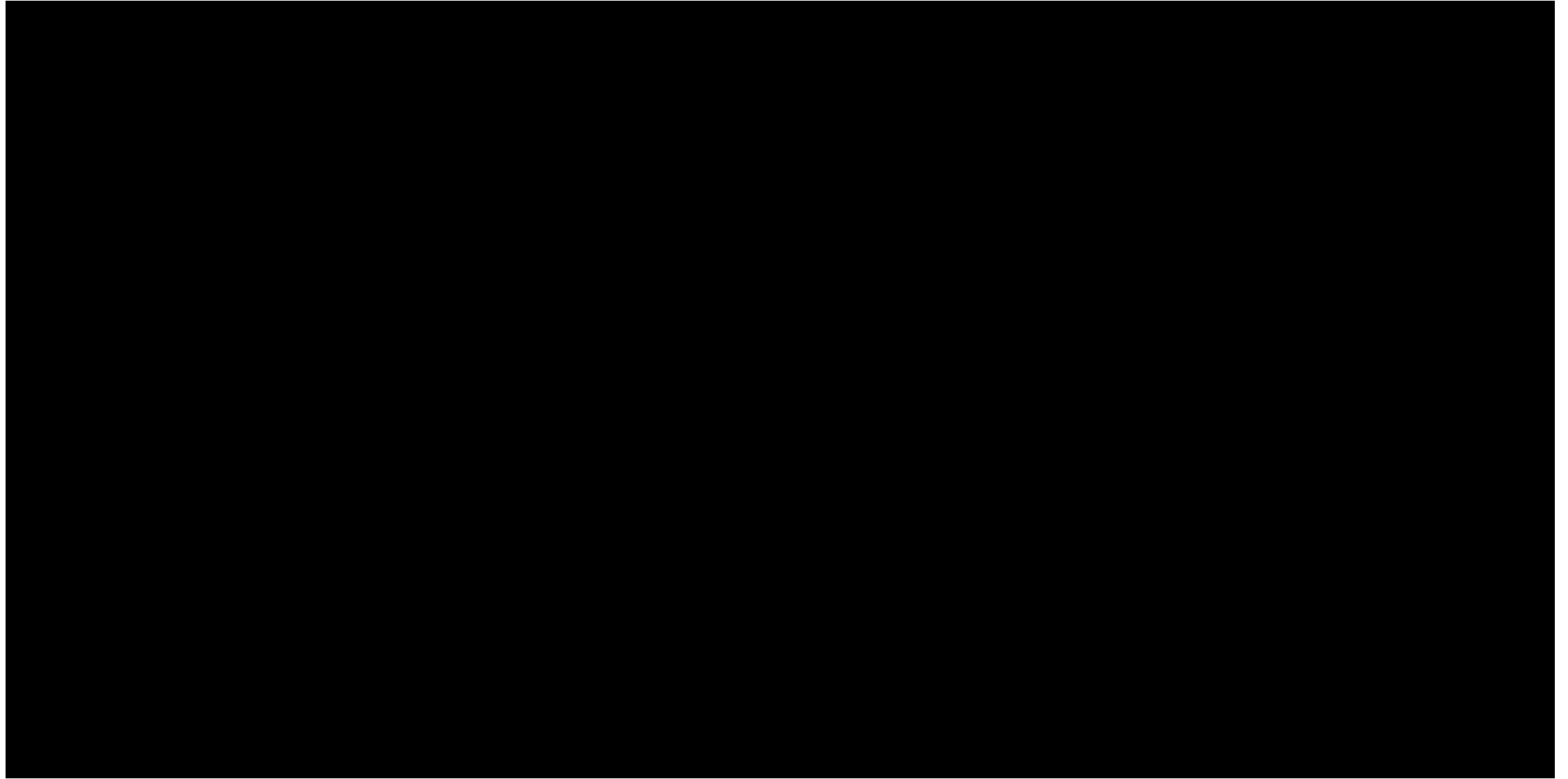




MOTIVATION





THE BUILDING BLOCKS

How will you collect information that would help identify an advocate's motivation and needs?

What will you do with the information you collect?



WHAT MOTIVATES YOU?

Motivational Analysis

MOTIVATIONAL STYLES

McClelland and Atkinson propose 3 primary motivators of human behavior:

1. Achievement
2. Affiliation
3. Power/Influence



ACHIEVERS



Goal oriented
Problem Solvers
Well organized
Innovative
Planners

CHALLENGES WITH ACHIEVERS



Delegation
Impatient
Sensitivity to others
Perfectionist
Calculated risk



ACHIEVER'S NEEDS

Feedback
Opportunity to grow
High standards
Deadlines
Checklists
Responsibility



MEETING ACHIEVER'S NEEDS

What might be successful **recognition** methods for Achievers?

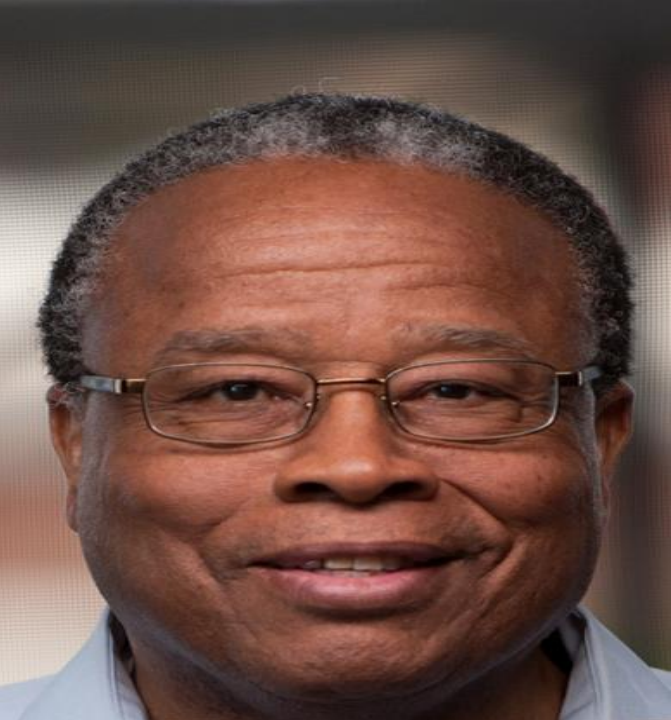
What **coaching** techniques would work best?

AFFILIATORS



Think about relationships
Team players
Sensitive
Good listeners
Good persuaders

CHALLENGES WITH AFFILIATORS



Over sensitive
Not great at handling conflict
Overreact

Need constant assurance and affirmation



AFFILIATOR'S NEEDS

Must feel needed
Must feel included
Supervised by a leader/friend
Likes personal recognition
Likes to express feelings

MEETING AFFILIATOR'S NEEDS



What might be successful **recognition** methods for Affiliators?

What **coaching** techniques would work best?





POWER AND INFLUENCE

Impact
Influence
Leadership
Door openers
Strategic thinkers
Work through hierarchy

POWER AND INFLUENCE-CHALLENGES



Dominating
Argumentative
Outspoken
Intimidating



POWER AND INFLUENCE-NEEDS

Leadership
Status
Public recognition
Results

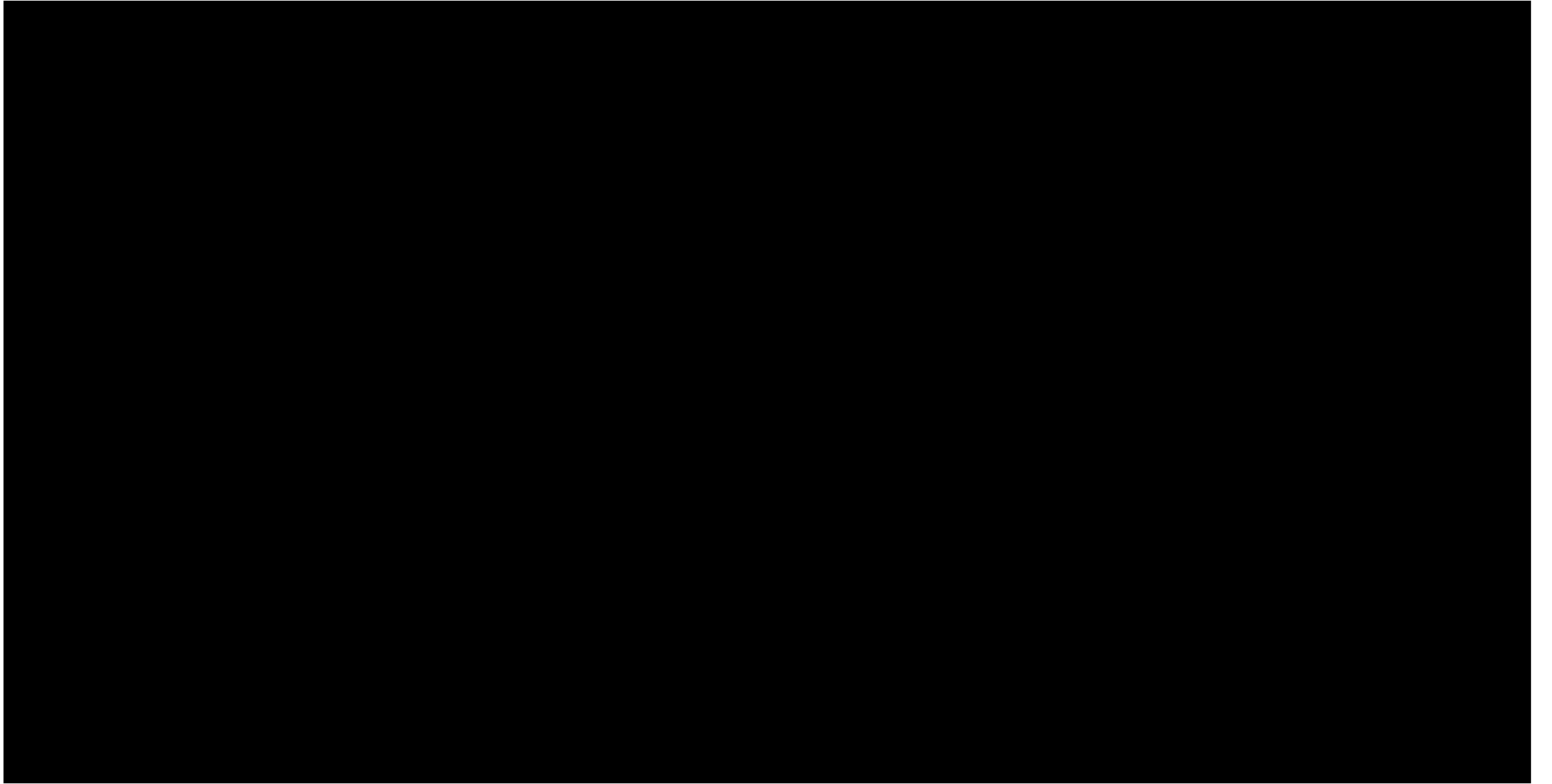
POWER AND INFLUENCE



- What might be successful **recognition** methods for advocates motivated by power and influence?
- What **coaching** techniques would work best?



Leadership and Motivation Style Assessment





WORKSHEET

AUTONOMY

Desire to be Self Directed and Engaged

MASTERY

Urge to get better at Stuff

PURPOSE

Need for Fulfillment

