



The Why Behind What Motivates You

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A Nail.... A Mirror.... A Seed....

The Goal



- Detect the WHY of Poor Performance.
- Discern what motivates you.
- Discover new possibilities.

The Challenges



Team Chemistry
Selecting &
Retaining Talent
Developing
Potential Leaders
Motivation

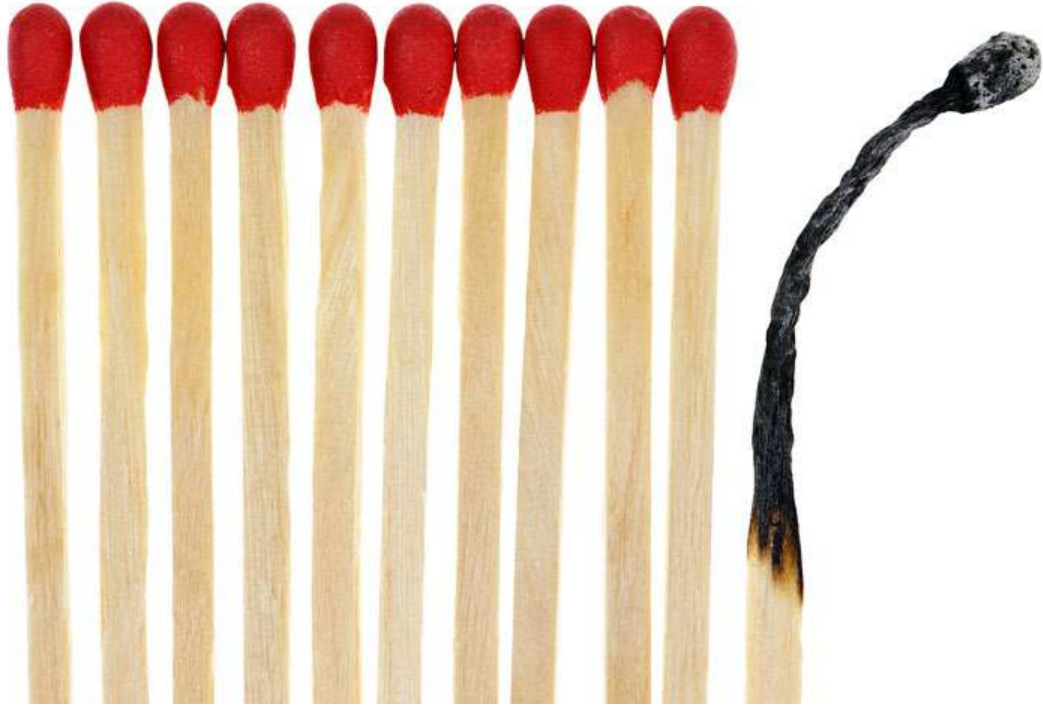
You can lead a
horse to
water.....

But....

You cannot make
him Drink.....



I Quit....
I just forgot to tell you.



What is Measurable?

Behavior/DISC
Motivators
Judgment
Emotional Intelligence
Skills & Competencies



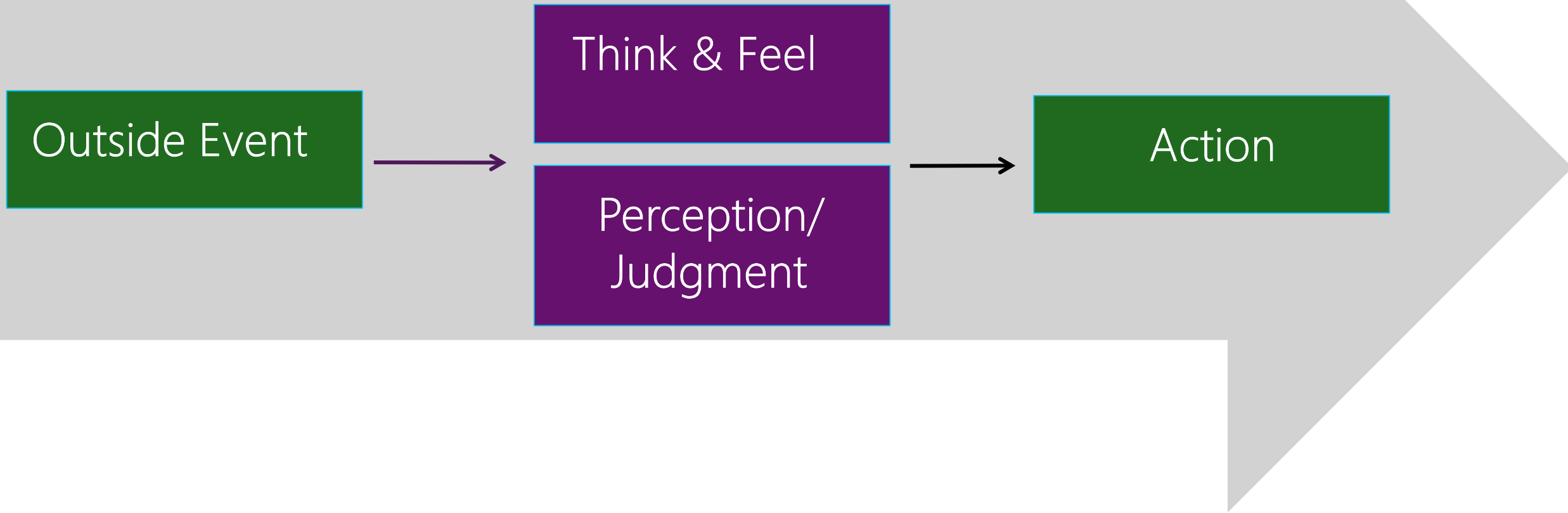
WHY?

- Of your actions
- The motivators that drive your actions.
- Learn to understand causes of conflict.



- Does not measure intelligence
- Does not measure skill level
- Does not measure educational experience
- Does not measure behavioral style, intelligence, political position, or anything other than values
- Does not measure morality
- It is not a TEST at all

Fundamentals of Performance



Why “Measure?”



To determine skills: **What** They Can do

To determine motivation: **Why** They Do it

To determine behavior: **How** they do it.

The report helps illuminate and amplify some of those motivating factors and to build on strengths that each person brings to the work environment.

The report ranks your relative passion for each of the seven motivators. Your top two and sometimes three motivators cause you to move into action.

You will feel positive when talking, listening or doing activities that satisfy your top motivators

What are "The Motivators?"

General Characteristics

The primary driver here is the discover of knowledge and appetite for learning.

- A strong belief in life-long learning
- Is willing to take risks to learn something new

Value to the Organization

- This person will do prep-work and come to meetings well prepared
- Actively engages in problem solving and strategic solutions

Theoretical



What are “The Motivators?”

Utilitarian/Economic

General Characteristics

A high score here show an interest in money and what is useful.

- Motivated by money and bonuses.
- Very goal driven

Value to the Organization

- Able to multi-task to keep projects moving
- Will protect organizational or team finances



What are “The Motivators?”

Aesthetic

General Characteristics

This higher score indicates an interest in “form and harmony”.

- May not need a high visible profile on the team
- May keep an eye on the revenue clock, as they don't want to waste time or money.



Value to the Organization

- Not easily swayed on emotional issues.
- Good business sense and a good eye for what is practical

What are “The Motivators?”

Social/Altruistic

General Characteristics

This higher score indicates a love of people. This person is kind, sympathetic, and unselfish.

- Shows a bottom-line practicality regarding helping others and sharing.
- Maintains a business sense in people transactions.

Value to the Organization

- Not easily swayed in terms of emotional issues
- Good business sense.



What are “The Motivators?”

Political- Power

General Characteristics

The primary driver here is POWER. They wish for personal power, influence and renown.

- Has ability to take a stand on an issue when necessary
- Would not be considered controversial in ideas or transactions

Value to the Organization

- Seen as a stabilizing force in organizational operations
- Able to lead or follow when asked



What are “The Motivators?”

Traditional/Regulatory

General Characteristics

The highest interest for this value may be called “unity”, “order”, or “tradition”. These people seek a system for living.

- Believes in the importance of group or team efforts.
- Accepts authority, but also feels that personal opinions should be honored.

Value to the Organization

- Demonstrates an awareness of the necessary protocol and appreciates creative problem solving
- Flexible. Able to follow precedent when necessary and able to set new.



What are "The Motivators?"

Individualistic



General Characteristics

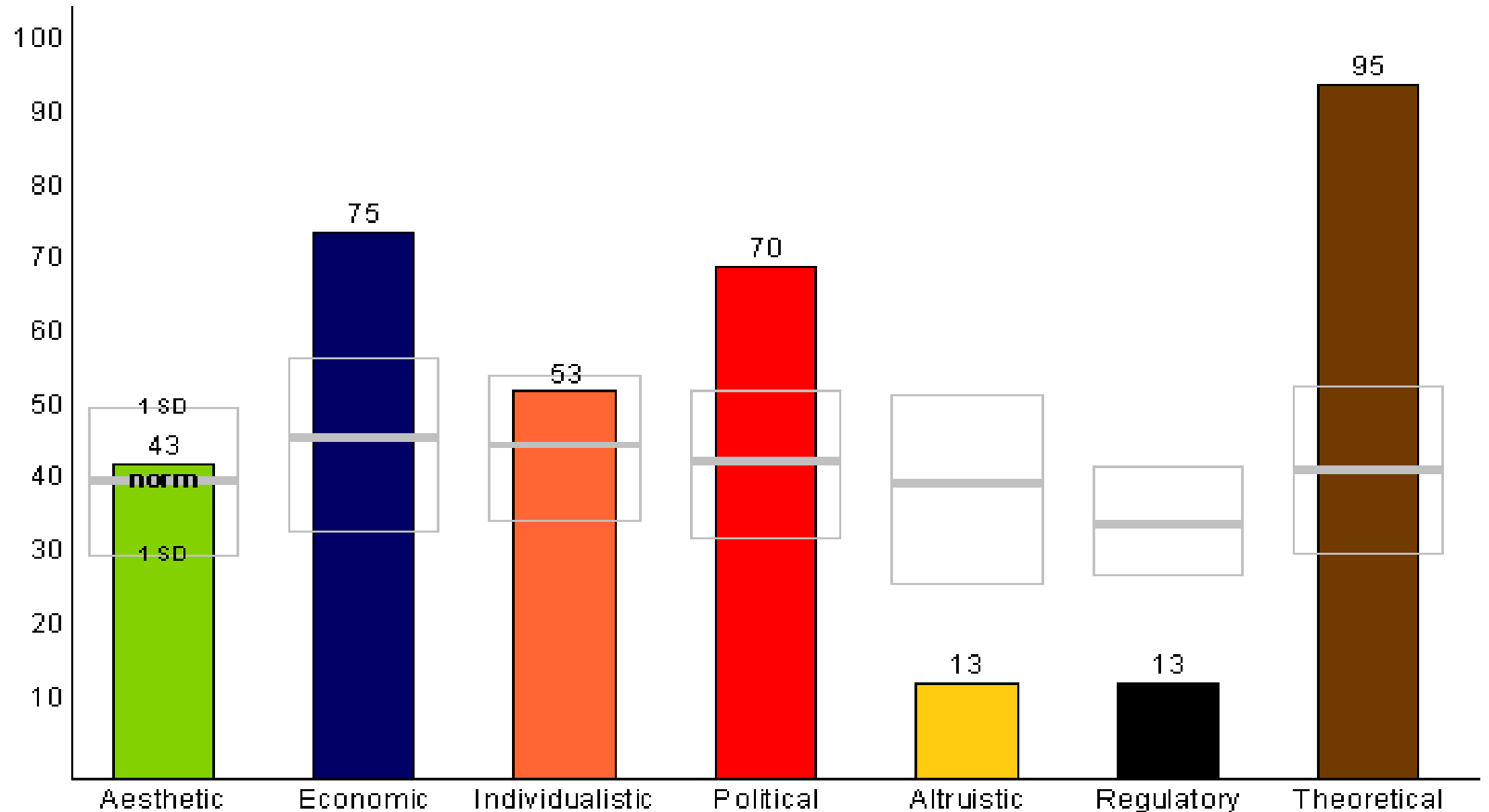
This passion is driven by the need to be seen as unique, independent and to stand apart from the crowd.

- Needs to be socially independent.
- Has the ability to take a stand on an issue when necessary

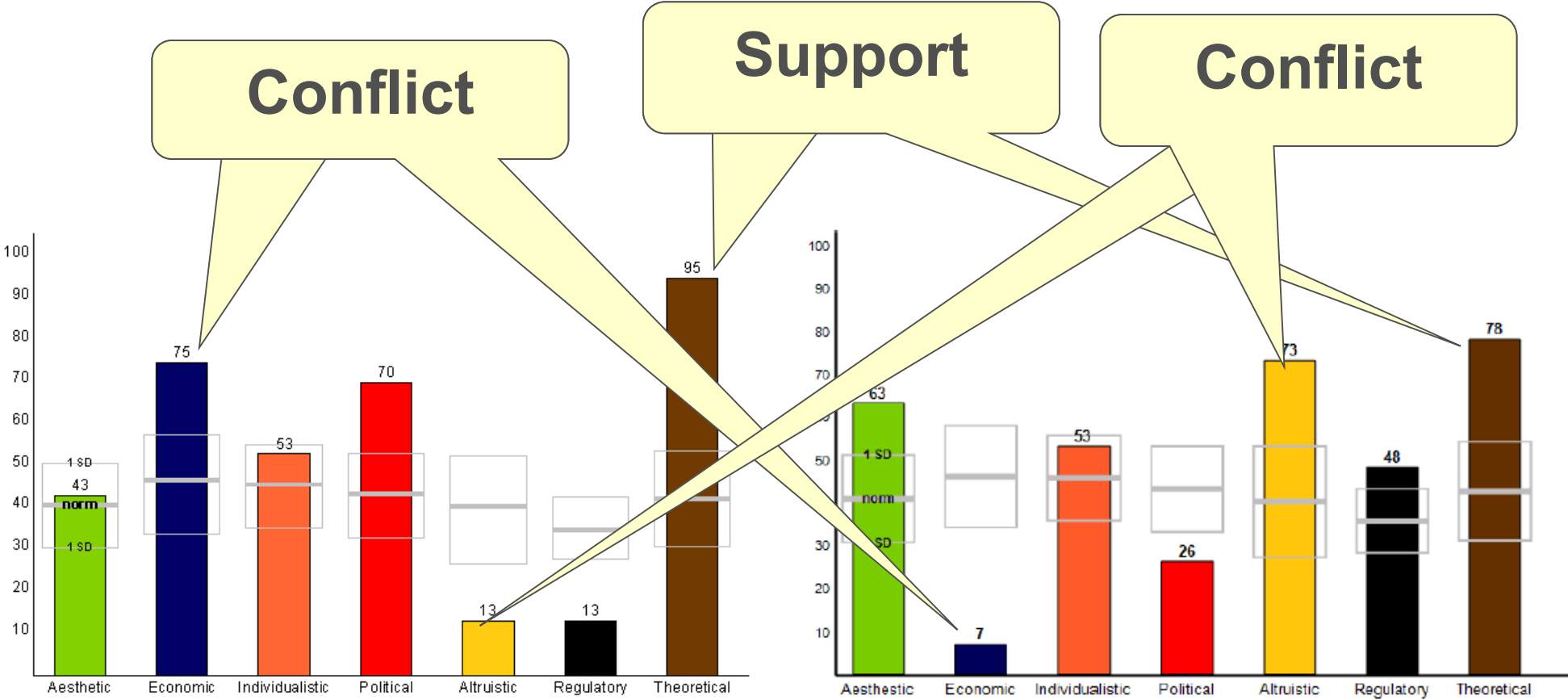
Value to the Organization

- Seen as a stabilizing force in organizational operations
- Able to see both sides of the position

The National Mean

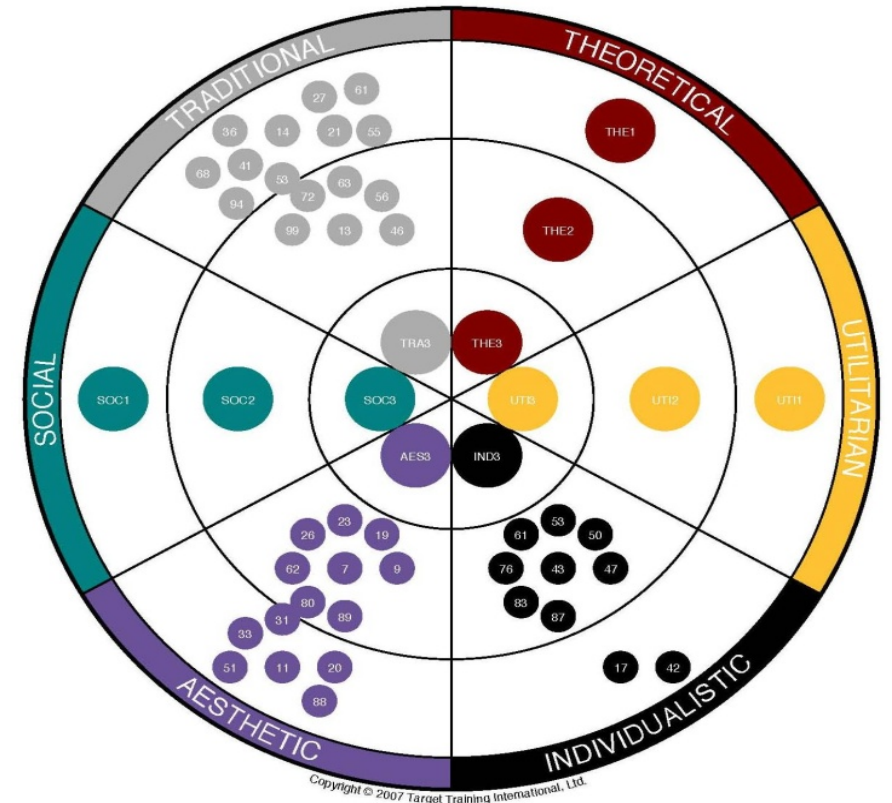
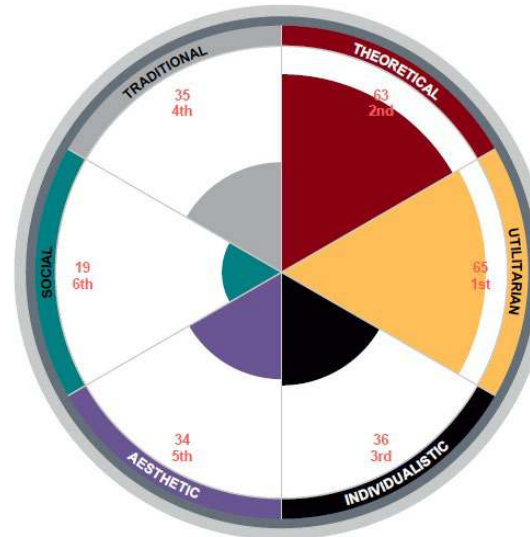
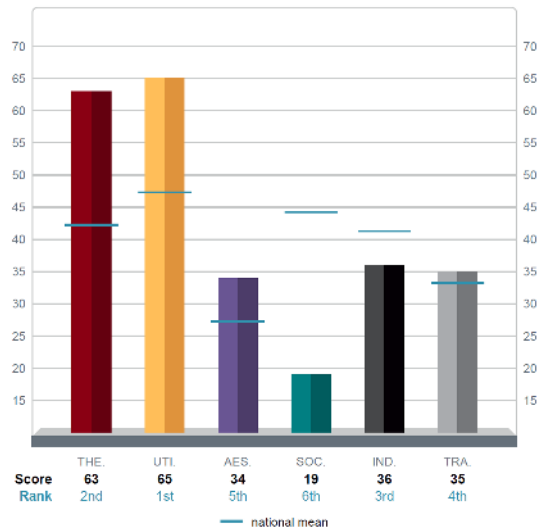


Comparing Passions



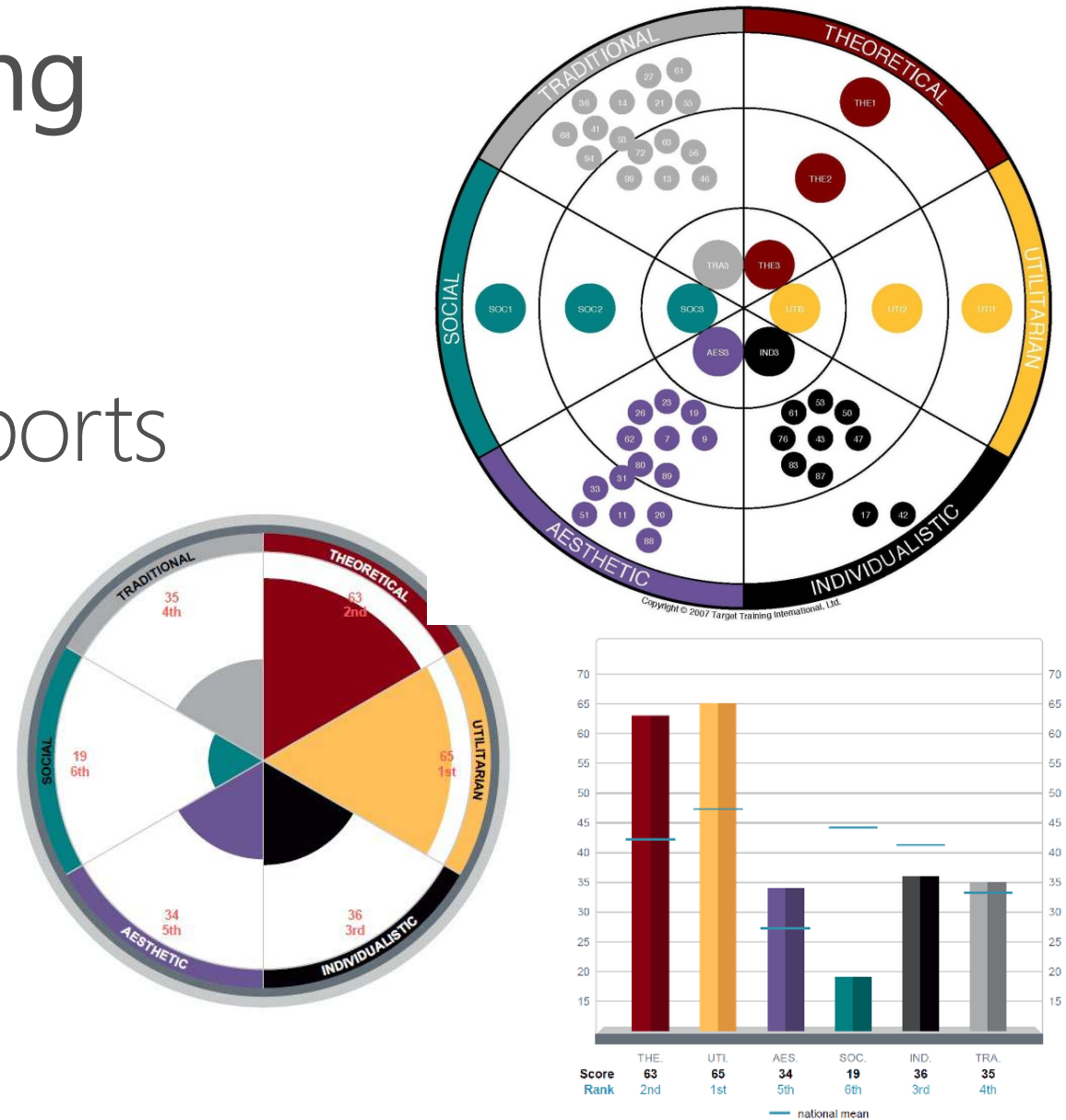
Where do I fit in?

- ◆ Where might there be conflict?
- ◆ What can I do about it?
 - ◆ Change the situation
 - ◆ Change your perception of the situation
 - ◆ Leave the situation
 - ◆ Cope with the situation



Suggested Team Building Activities / Workshops

- ◆ Behavior & Motivator Reports
- ◆ Judgment Coaching
- ◆ Emotional Intelligence
- ◆ Team Graph
- ◆ Team Debrief
- ◆ Online Webinar



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