



# The Why Behind What Motivates You

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# The Goal



To develop high performance teams while discovering what motivates you and others in your organization. To help you develop a strategy for becoming more effective as a whole.

# The Challenges



Team Chemistry  
Selecting &  
Retaining Talent  
Developing  
Potential Leaders  
Motivation

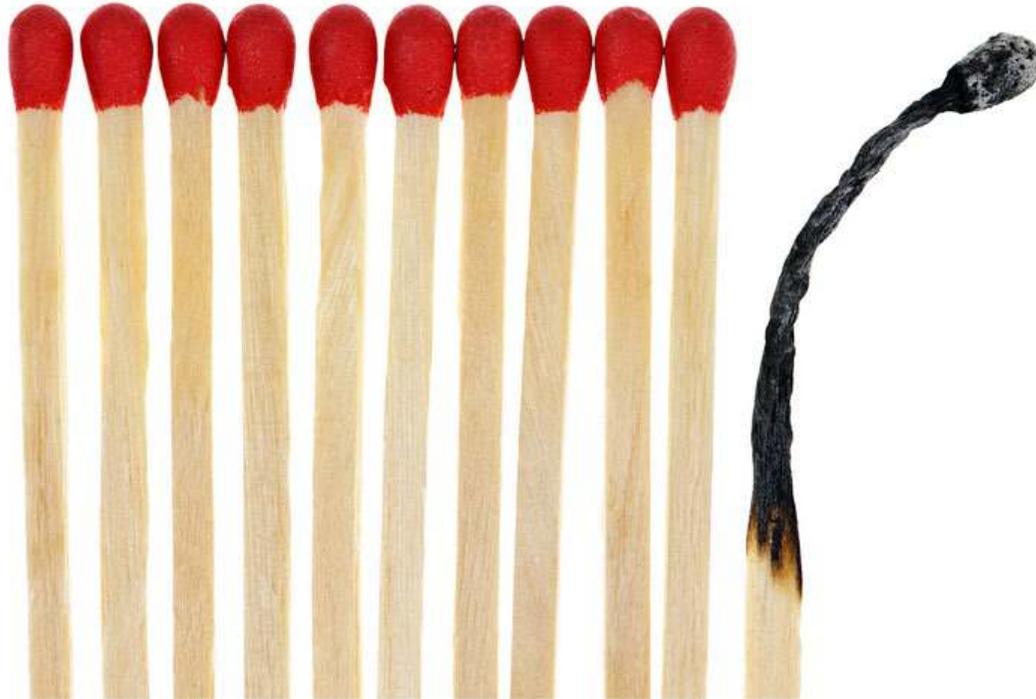
You can lead a  
horse to  
water.....

But....

You cannot make  
him Drink.....



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



# Why ?



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

# What is Measurable?

Emotional Intelligence  
Motivators  
Skills & Competencies  
Judgment  
Behavior



# 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 is The Motivation/ Passion?



**Theoretical:** A passion to search for knowledge and understanding.

**Economic:** A passion to gain return on investment of time, resources, and money.

**Aesthetic:** A passion for beauty, form, harmony, and balance.

**Altruistic:** A passion to serve and help others.

**Individualistic:** A passion for independence and uniqueness.

**Regulatory:** A passion for structure, order and routine.

**Political:** A passion for control, power, influence, and leading.

# What are “The Motivators?”

## General Characteristics

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

- Has a high degree of curiosity in a variety of areas
- A strong belief in life-long learning
- Is willing to take risks to learn something new
- Will use this knowledge to ensure economic security

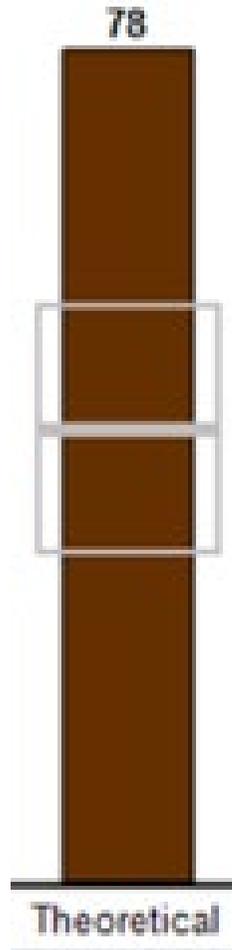
## Value to the Organization

- This person will do prep-work and come to meetings well prepared
- High interest levels, always questioning
- Very high analytical skills and ability
- Actively engages in problem solving and strategic solutions

## Theoretical



# What Does it Look Like?



**Very High:** Born genius, can't learn enough

**High:** A professor seeking to find new answers to old questions

**Average:** Willing to learn new things and read up on a topic

**Low:** I will learn if I have to, but an outline helps and point me to what is important

**Very Low:** Give me the Cliff Notes!



# What are “The Motivators?”

## Utilitarian/Economic

### General Characteristics

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

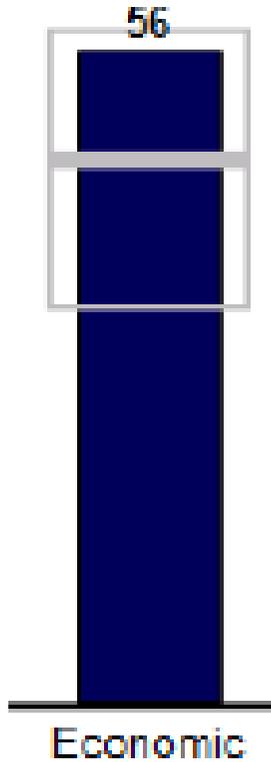
- Security that money brings to them and their family
- Motivated by money and bonuses for a job well done.
- Production, marketing, and consumption of goods.
- Very goal driven

### Value to the Organization

- Able to multi-task to keep projects moving
- Will protect organizational or team finances
- High motivation to achieve and win
- Highly productive



# What Does it Look Like?



**Very High:** Driven to by consequences and outcomes, strong need to justify everything

**High:** Business executive that feels time is worth money and companies need profits

**Average:** Understanding of the consequence of decisions and action

**Low:** May not always think of consequences

**Very Low:** Repeat same mistake many times

# What are “The Motivators?”

## Aesthetic

### General Characteristics

This higher score indicates an interest in “form and harmony”. Each experience is judged from a standpoint of grace, symmetry, and fitness.

- 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.

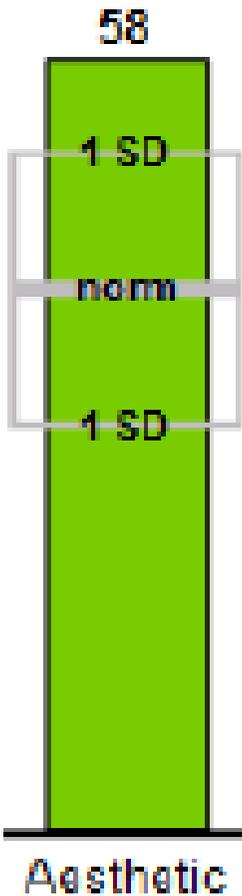
### Value to the Organization

- Unpleasant surroundings will not adversely affect productivity and creativity.
- Sees a wider spectrum of the picture
- Not easily swayed on emotional issues.
- Good business sense and a good eye for what is practical



# What Does it Look Like?

## Aesthetic



**Very High:** A monk or priest that cannot step on an ant because it is alive

**High:** A performer or restaurateur

**Average:** Respect for environment and possibly a hobby that is loved

**Low:** Can see beauty but do not care to play with it.

**Very Low:** Someone dress me please!

# 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.
- May be generous to charities outside the job, but may balk at displaying at work.

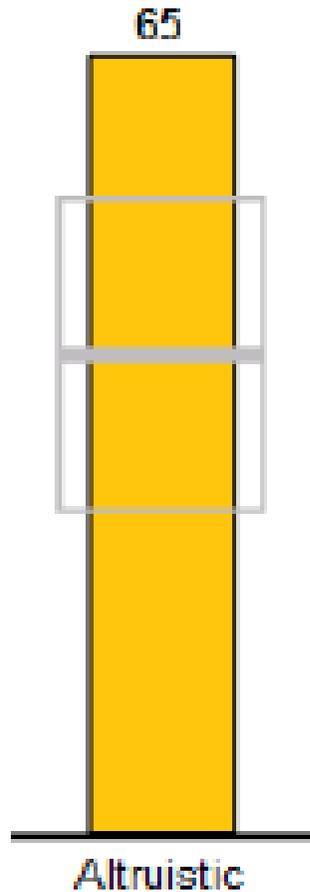


### Value to the Organization

- Bottom line practicality regarding business and transactions
- Not easily swayed in terms of emotional issues
- Good business sense.

# What Does it Look Like?

## Social/Altruistic



**Very High:** Driven to help like Mother Theresa, give time, money, and resources

**High:** A person in service to others a teacher, a nurse, a firefighter

**Average:** Knowing there is a need to serve the community

**Low:** Only help through other motivation

**Very Low:** Do not serve, or expect to be served.



# What are “The Motivators?”

## Individualistic/Political

### General Characteristics

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

- Not an extremist on ideas, methods, or issues in workplace
- Has ability to take a stand on an issue when necessary
- Can take leadership role when asked, and team member
- Would not be considered controversial in ideas or transactions

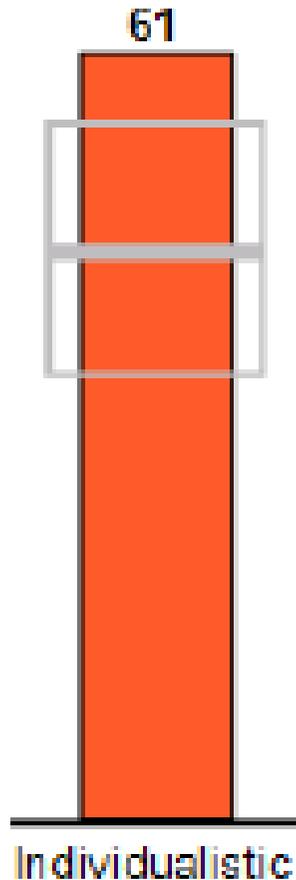
### Value to the Organization

- Seen as a stabilizing force in organizational operations
- Able to see both sides of the position
- Can take a stand with emphasis, or can be more quiet
- Able to lead or follow when asked



# What Does it Look Like?

## Individualistic/Political



**Very High:** Driven by attention, fame, and to set oneself apart at all costs

**High:** A specialist in any field that wants to be known for being different or the best

**Average:** Understanding the balance between needs for self and needs for others

**Low:** May sacrifice own need for others

**Very Low:** A Navy Seal that gives his or her life for the service of others.

# 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. This system can be found in any authority that has defined rules and regulations.

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

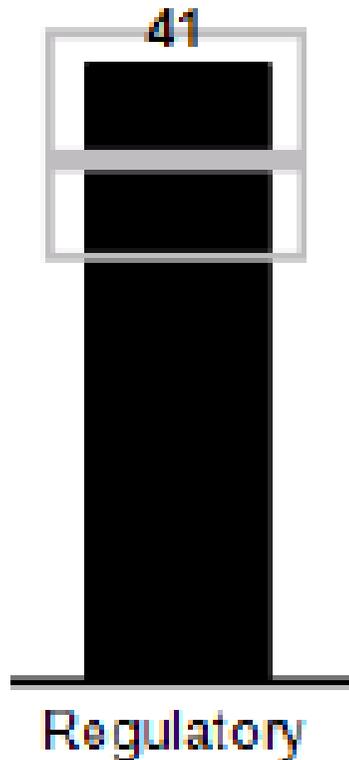


### Value to the Organization

- Demonstrates an awareness of the necessary protocol and appreciates creative problem solving
- Flexible. Able to follow precedent when necessary and able to set new.
- A stabilizing force on the team
- May be perceived by others as mature and responsible in their approach.

# What Does it Look Like?

## Traditional/Regulatory



Very High: Make other people believe with force if necessary

High: A priest or monk helping others in their faith

Average: Strong sense of order & tradition

Low: Not sold there is only one way to do things

Very Low: A bit of a rebel challenging ideals



# What are “The Motivators?”

## Political/ Power

### General Characteristics

The highest interest for this value is being seen as a leader, and to have influence and control over one’s environment or success. Competitiveness is often associated with those scoring high in this motivation.

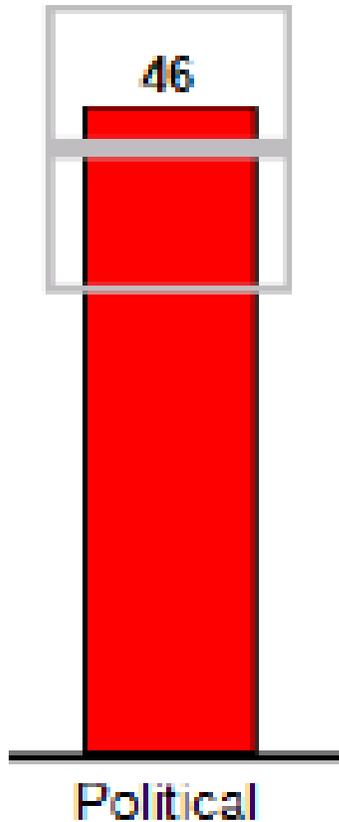
### Value to the Organization

- Strong leader, able to take control of a variety of initiatives and maintain control and balance.



# What Does it Look Like?

## Political/ Power



**Very High:** Driven to be in charge like a dictator of a country

**High:** A member of an executive team

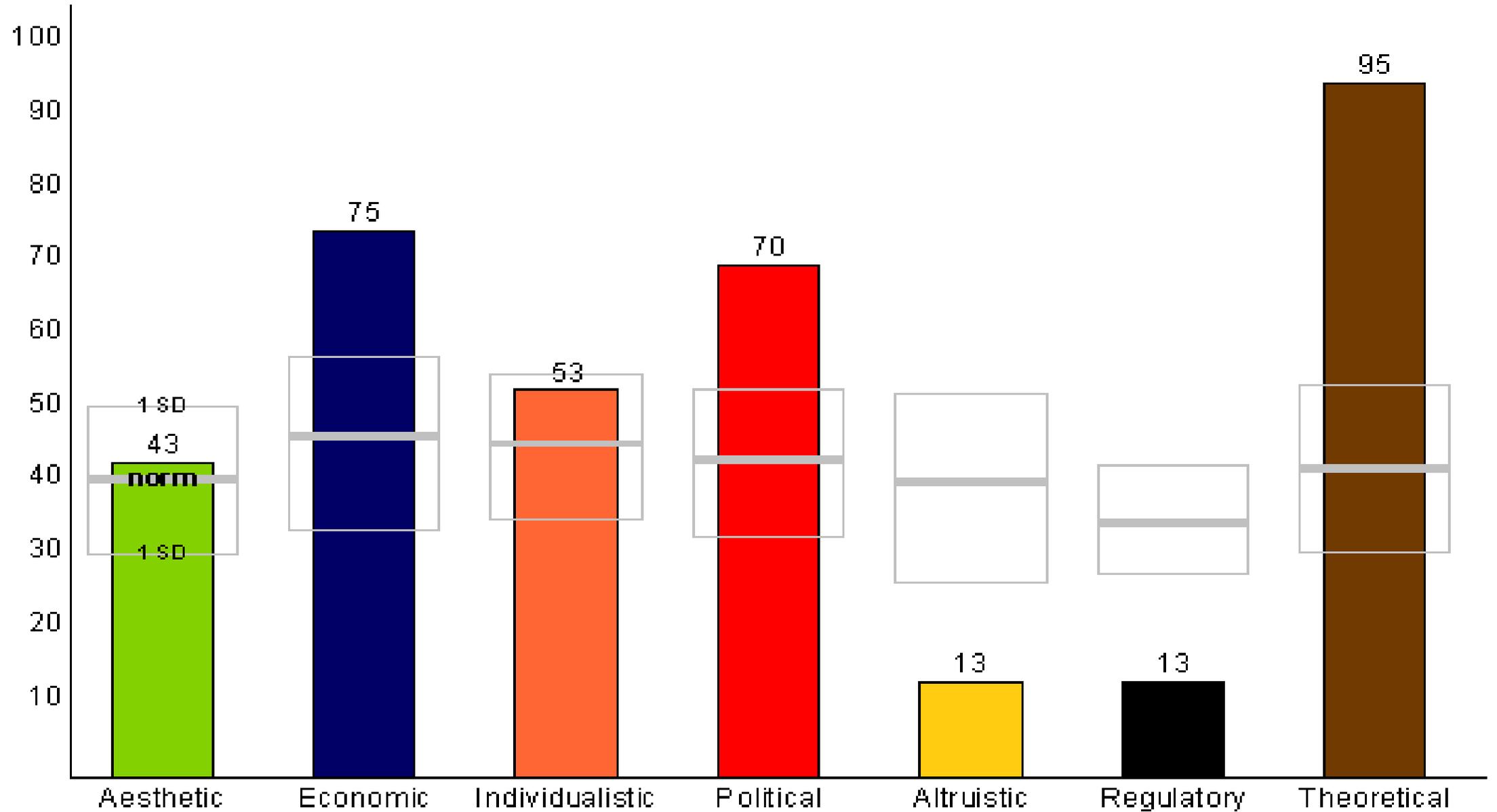
**Average:** Comfortable leading others, but not out to save the world

**Low:** No desire to be in charge, mentor people instead of lead.

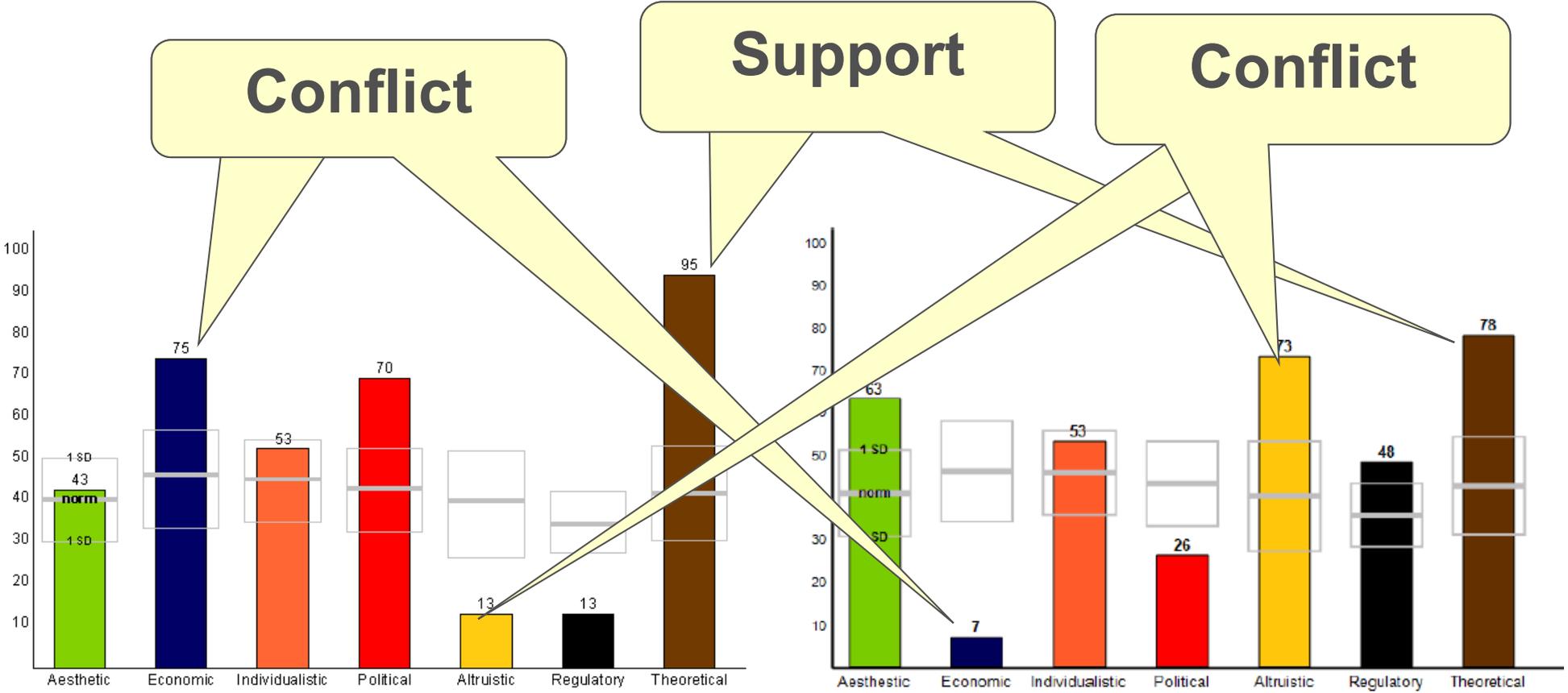
**Very Low:** Avoids any form of confrontation



# The National Mean

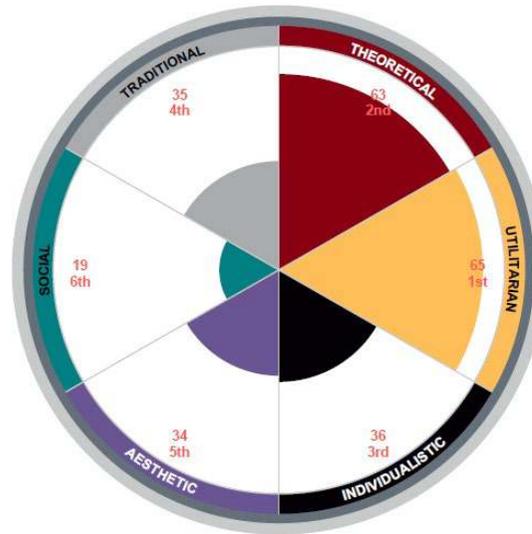
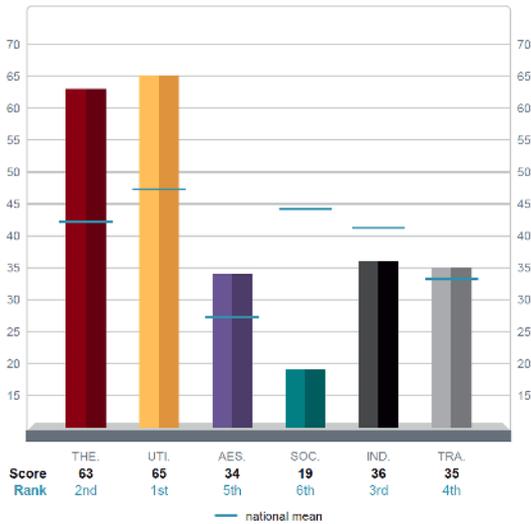
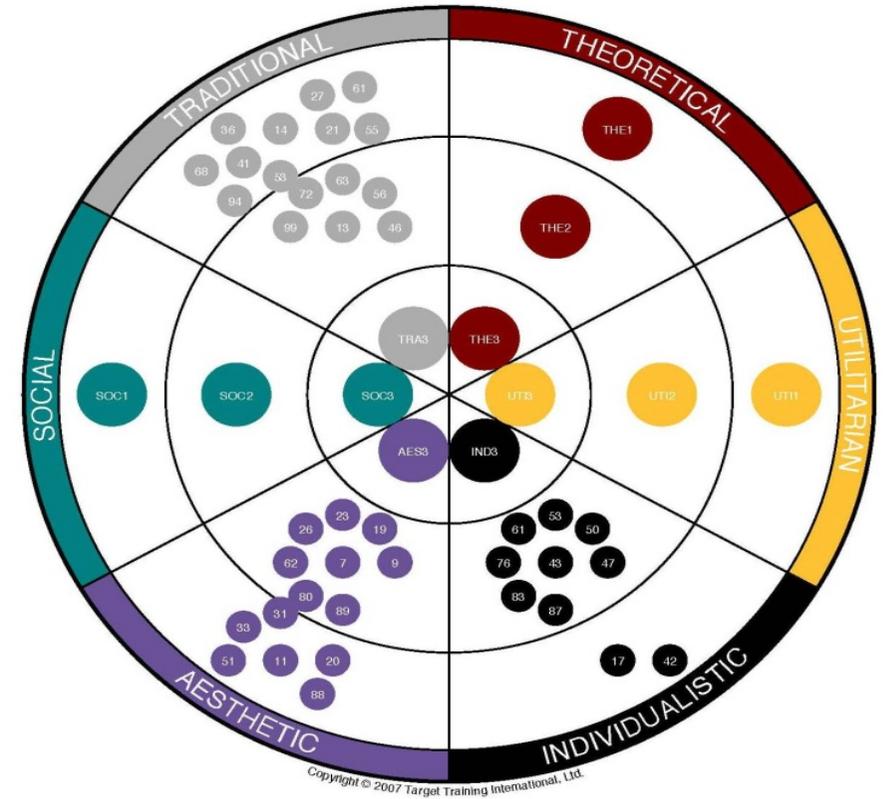


# Comparing Passions



# 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



# What are the challenges?

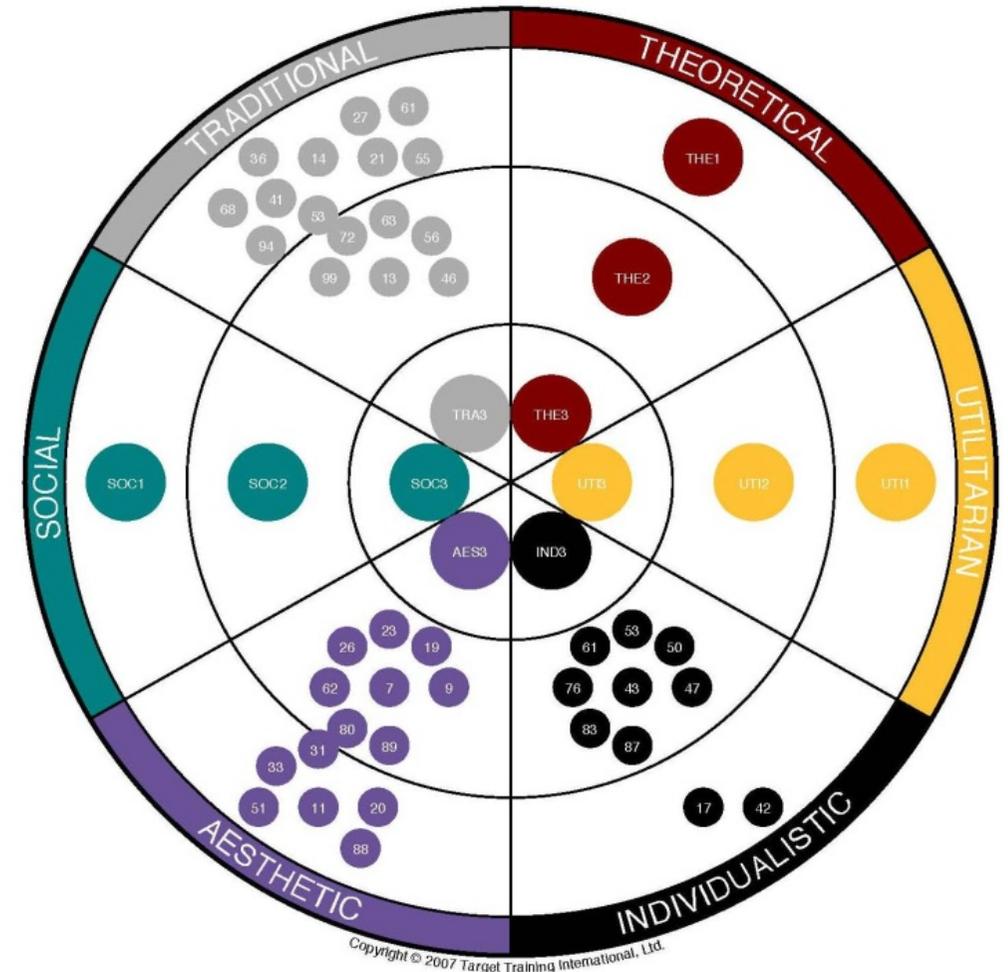
## Theoretical vs. Utilitarian

**Theoretical:** A passion to discover, systematize, and analyze; a search for knowledge.

**Utilitarian:** A passion to gain return on investment of time, resources, and money.

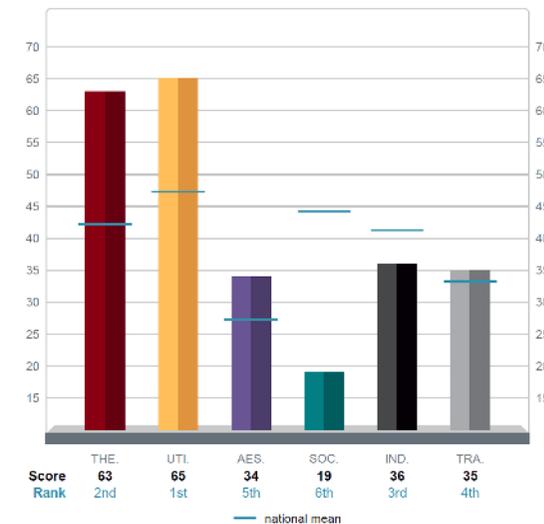
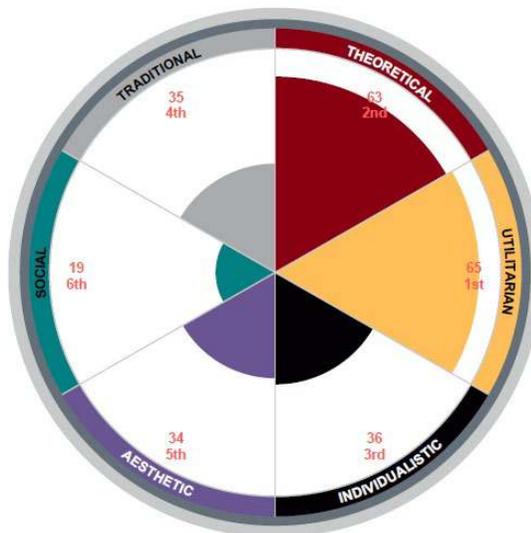
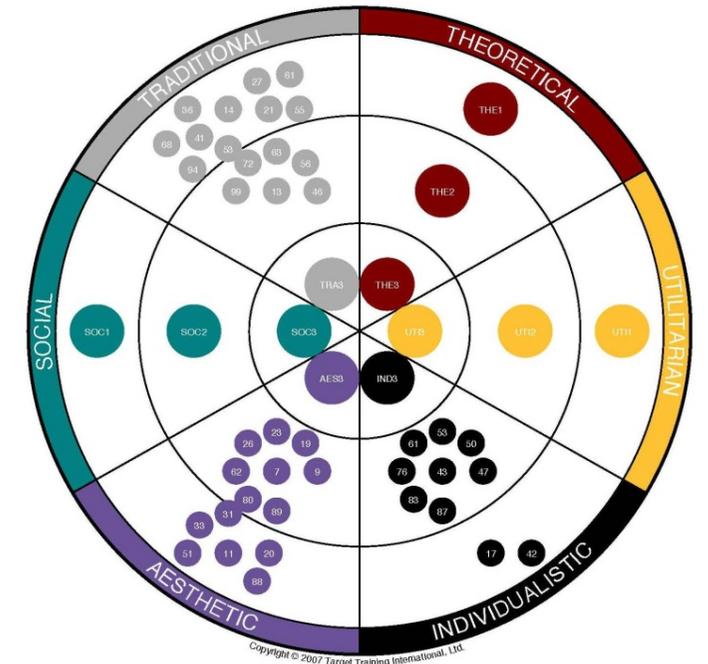
The CEO of a company is looking to build the bottom line. He has the CFO going through data to research how they can lower costs. The CFO is concerned and motivated by getting all the right facts.

The CEO wants results and believes the CFO is taking too long. How can they better resolve this conflict?

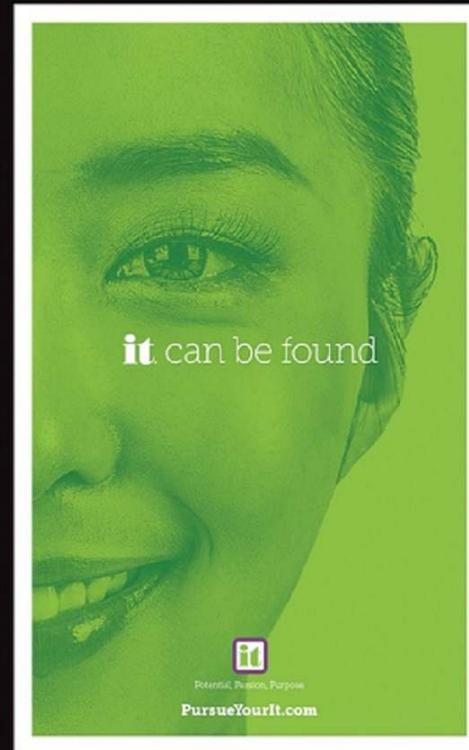
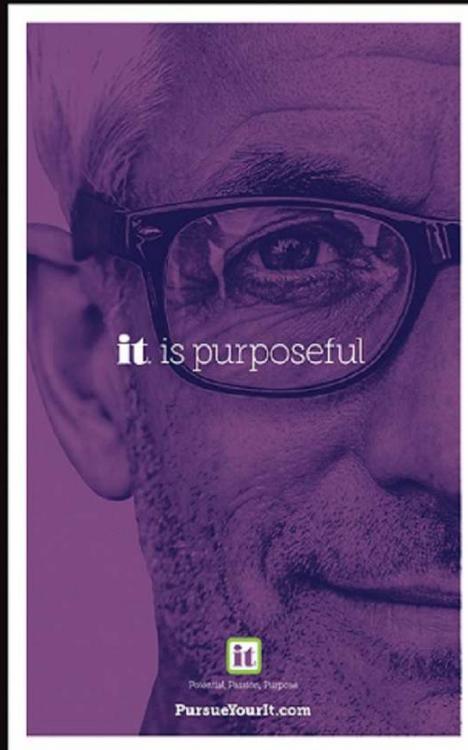
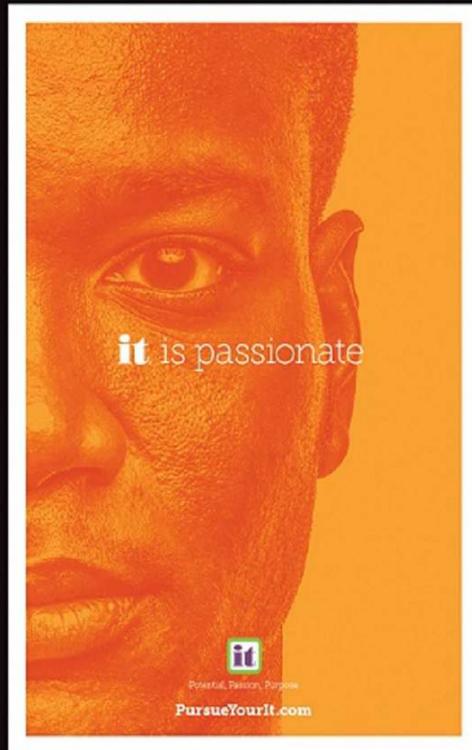


# Suggested Team Building Activities / Workshops

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



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game™