



MOTIVATION FACTOR

I N D I C A T O R

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Dear Christina Sullivan

Congratulations! You have completed the Motivation Factor© Indicator. On this page you will find a summary of the Indicator. On the following pages, we go in depth with your result.

Enjoy!

Your top 5 needs

1. Balance

The need for balance can mean that you will tend to strive for equality in many situations. It might be balance in your personal or professional life but it can also be balance in work assignments, conversations or relationships. You may feel uncomfortable in situations where attention is not being given equally.

2. Honesty

The need for honesty can mean that you feel comfortable in an open, loyal and frank atmosphere. Dishonesty drains your energy and behaviors you dislike can include lying, not telling the whole truth or being disingenuous.

3. Be heard

The need to be heard can mean that you feel a natural urge to contribute your thoughts, ideas and opinions and you may love to be the one whose advice is sought. You may feel frustrated when others don't listen or if you don't have an opportunity to voice your thoughts.

4. To succeed

The need to succeed can mean that setting and reaching goals is an important driver for you and a measure of success. When you have a goal, you go for it. You may feel unfocused without a clear objective.

5. Control

The need for control can mean that you will seek perfection in what you do. It might give you energy when you feel that you have the complete picture, without room for mistakes for misunderstandings. You may be uncomfortable when you don't have all the answers or when situations depart from the plan.

Read more about your needs on page 6

Your top 5 talents

1. Contribute

The talent contribute can mean that you love to help and support others. You may feel compelled to contribute to other people's wellbeing or to a cause.

2. Connecting

The talent connecting can mean that you love to make new connections and build new relationships. It is through your relationships with others that you create results.

3. Mastery

The talent mastery can mean that you prefer to be the specialist rather than a generalist. You might naturally seek to be the best in your field and you most likely strive to become the expert, seeking to know everything about a subject.

4. Communicate

The talent communicate can mean that you have a natural sense for how to convey information whether by teaching, writing or speaking. You may have a way with words or just know the best way to convey a message.

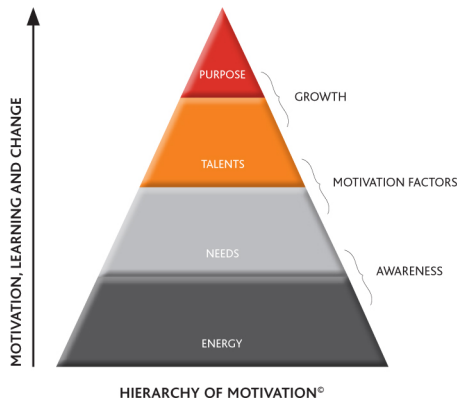
5. Win

The talent to win can mean that you love competition, a sense of victory, achieving perfection or accomplishment. You may feel particularly fueled by being the best you can be.

Read more about your talents on page 8

Dear Christina Sullivan

Motivation and happiness are inseparable. When your needs are met and your talents are in play, you will experience a greater sense of happiness. From recent brain research and positive psychology, we know that your motivation is a reflection of how well you are able to take care of each level in the Hierarchy of Motivation©.



Your Hierarchy of Motivation©

The Hierarchy of Motivation charts your ability to stay motivated, incorporate new learning and manage changes. This grows proportionally with your ability to handle each level of the hierarchy.

For your personal development it is crucial that you understand 'your own Hierarchy of Motivation' and how to leverage your needs and talents. Having this knowledge you can focus on your own motivation and engagement.

Enjoy!

Introduction

Motivation Factor Indicator

Before exploring the report, you should note the following:

1. The Motivation Factor Indicator is not a personality test and it does not provide the answer to how you react in different situations or whether you have leadership potential or not.
2. The report explains what motivates you and how to utilize this in your daily life.
3. No judgments are implied by the comments made. Every statement is unbiased. The important thing is to recognize how you can capitalize on the benefits while minimizing the disadvantages.
4. The extent to which any particular characteristic is an advantage or a liability will depend on the context in which it is being applied.



5. It is up to you to decide to which extent the information in the report will impact your future development.
6. Everything reported is based upon what you have revealed about yourself. If you are uncertain about, or disagree with some of the results, it will be useful to reflect on those aspects. Seeking feedback from people you trust can be a useful way of validating what the report suggests.

Needs

Your needs govern your behavior

Try to remember an instance where you lost control and reproached someone with a severity that you realized afterwards was completely out of proportion with what happened.

In a situation like this, one or more of your needs are threatened and a surge of neural reactions, adrenaline and stress hormones are released when:

- You believe that your personal needs will not be met.
- Someone is preventing you from meeting your personal needs, or
- It turns out that you do have the possibility to satisfy a need, though you will have to fight for it.

Your ability to recognize and respond to your own and others' needs is not only essential to motivation, it is also an important way to prevent stress. You are constantly confronted with things that threaten your needs, and the more frequently your needs are threatened, the higher the state of mental distress. This long-term state of alert can bring about the condition we now recognize as burnout.

By understanding your own and others' needs, you free your brain up to more effectively learn, grow and manage change.

Christina Sullivan

Your top five needs, based on your response to the Motivation Factor Indicator:

Balance

The need for balance can mean that you will tend to strive for equality in many situations. It might be balance in your personal or professional life but it can also be balance in work assignments, conversations or relationships. You may feel uncomfortable in situations where attention is not being given equally. | Fairness and equality. | Stabilize and counterbalance. | Consensus and harmony. | Holistic approach to tasks.

Honesty

The need for honesty can mean that you feel comfortable in an open, loyal and frank atmosphere. Dishonesty drains your energy and behaviors you dislike can include lying, not telling the whole truth or being disingenuous. | Honesty needed and required. | Truth is the only option. | Transparency in management - and among colleagues. | Always tell the truth.

Be heard

The need to be heard can mean that you feel a natural urge to contribute your thoughts, ideas and opinions and you may love to be the one whose advice is sought. You may feel frustrated when others don't listen or if you don't have an opportunity to voice your thoughts. | Respected and needed. | Knows how to do things. | Be listened to. | Knowledge and expertise

To succeed

The need to succeed can mean that setting and reaching goals is an important driver for you and a measure of success. When you have a goal, you go for it. You may feel unfocused without a clear objective. | Willpower is important. | Persistency and perseverance. | High goals are energizing. | Achiever.

Control

The need for control can mean that you will seek perfection in what you do. It might give you energy when you feel that you have the complete picture, without room for mistakes for misunderstandings. You may be uncomfortable when you don't have all the answers or when situations depart from the plan. | Self-critical and reflective. | Corrects errors, corrects deficiencies. | Self-disciplined. | Quality and high work capacity.

Needs (continued)

Below a set of questions that you can ask yourself for each need:

- What does your needs mean to you?
- Are you dependent on others to fulfill your needs?
- How do you know if you have succeeded in fulfilling your needs?
- Is anyone or anything preventing you from having your needs meet?
- In what ways can you improve on fulfilling your own needs?

Need Cloud

Your top five needs have been associated with a series of value-laden words which are shown graphically positioned in the image below.

Use the graphic as an inspiration, print it out and study it regularly.



You can also click on any of the icons below to share your Need Cloud on social media. You will only share the Need Cloud image. None of your other test results will be visible to others.



Your Talents

Together with needs your talents form your most significant motivation factors. Here is some important key points that you should be aware about when we talk about talents:

1. **We all have them.** Your talents are defined as being the strongest clusters of connections in the brain. Each time you use a talent, the connections to it get even stronger.
2. **You feel good when you use them.** When you use your talents it triggers the production of “feel good” hormones in the brain.
3. **You can use them to learn more efficiently.** The brain always seeks the fastest path to gaining new knowledge and developing new competencies. You can build new competencies more efficiently and with more confidence when you draw upon your existing talents.
4. **You should focus on them.** Recent findings in business research, neuroscience and psychology support the idea that focusing on your talents is a much better strategy than focusing on your weaknesses.
5. **You can overuse them.** You can overuse your talents to the point that they become a potential weakness. For example, if you have a talent for mastery you might be too detail oriented or if you have a talent to catalyze you might start too many projects at once.

Christina Sullivan

Your top five talents, based on your response to the Motivation Factor Indicator:

Contribute

The talent contribute can mean that you love to help and support others. You may feel compelled to contribute to other people's wellbeing or to a cause. | Encourage and inspire. | Supports others to meet their challenges. | Optimize and improve. | Available to others.

Connecting

The talent connecting can mean that you love to make new connections and build new relationships. It is through your relationships with others that you create results. | Building communities. | Working together. | Alliance and partnership. | Interact and socialize.

Mastery

The talent mastery can mean that you prefer to be the specialist rather than a generalist. You might naturally seek to be the best in your field and you most likely strive to become the expert, seeking to know everything about a subject. | The best in the field. | Specialist knowledge on specific subject. | One of a kind. | Sets the standard for the field.

Communicate

The talent communicate can mean that you have a natural sense for how to convey information whether by teaching, writing or speaking. You may have a way with words or just know the best way to convey a message. | Pass on informations. | Disseminate knowledge. | Present and impart. | Guidance and instruction.

Win

The talent to win can mean that you love competition, a sense of victory, achieving perfection or accomplishment. You may feel particularly fueled by being the best you can be. | Competition is inspiring. | Winning makes a difference. | Challenge and succeed. | No one remember number 2.

Talents (continued)

Questions:

- What does each talent mean to me?
- How do my talents come into play in my work and in my life?
- Which talents can use more of?
- Which talents might I overuse and what can I do to manage them?

Talent Cloud

Your top five talents have been associated with a series of value-laden words which are shown graphically positioned in the image below.

Use the graphic as an inspiration, print it out and study it regularly.



You can also click on any of the icons below to share your Talent Cloud on social media. You will only be sharing the Talent Cloud image. None of your other test results will be visible to others.



Would you like to know more?

Motivation Factor in your company or organization

Today all management is change management. That makes it crucial for individual employees to contribute with a sense of ownership and responsibility, and for managers to know how to awaken the potential of staff. It's the only way to create powerful teams and achieve results.

The Motivation Factor Methodology can be used with a great effect in companies with goals around:

- Embedding of business strategy, objectives and values
- Implementation of organizational changes
- Realization or change management in practice
- Team building and team optimization
- Leader and employee development programs

A Motivation Factor program structures and targets the company's development and change processes, helps leaders and employees co-operate on joint objectives and creates lasting motivation and commitment. The program modules consist of workshops and individual dialogues, which focus on a stated objective and make the process transparent and manageable for employees, leaders and teams. Each participant gets the opportunity to put words to what motivates him/her, and the methodology ensures a solid internal commitment – immediately and over time.

Motivation Factor for advanced users

Motivation Factor offers certification, coaching and consulting services. Read more about Motivation Factors offerings on <http://www.motivationfactor.com>.



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