



# **MOTIVATION** FACTOR

PIN POINTER PRO

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# Content

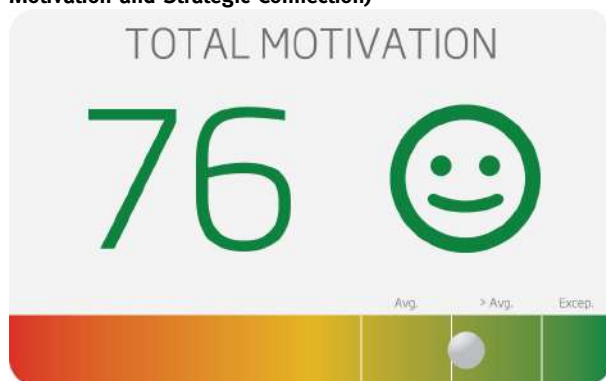
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## Dear Christina Sullivan

Congratulations! You have completed the Motivation Factor© Pin Pointer Pro. On this page you will find a summary of the Pin Pointer Pro Report. On the pages that follow, we will further explore your result in-depth.

Enjoy!

### Your Total Motivation Score (Weighted average of Motivation Capability, Intrinsic Motivation and Strategic Connection)



### Motivation Capability Score (Indicates your responsiveness to extrinsic factors)



### Intrinsic Motivation Score (Indicates how intrinsically motivated you are)



### Strategic Connection (Indicates how well you feel connected with the strategy)



### Your highest scoring questions

1. My work is valued by my organization
2. I feel respected for the work I do
3. My work is meaningful
4. I get help and support from my colleagues
5. I get help and support from my organization

### Your lowest scoring questions

1. I rarely experience frustrations related to my organization
2. I rarely experience stress related to my work
3. I often lose track of time because I find my work interesting
4. I know what I can do to get excited about my work
5. I am motivated by my organization's strategy

## Dear Christina Sullivan

### Congratulations!

This report will help you take an important step towards understanding what you should pursue and what you should avoid in order to remain highly motivated.

Motivation and happiness are inseparable. When your needs are met and your talents are in play, you will experience a greater sense of happiness. Recent brain research and positive psychology tells us that 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. With this knowledge you can focus on your own motivation and engagement.

Enjoy!

## Motivation Factor Pin Pointer Pro

Before exploring the report, you should note the following:

1. The Motivation Factor Pin Pointer Pro is not a personality test. It does not answer how you react in different situations or whether or not you have leadership potential.
2. The report explains what motivates you and how to utilize this in your daily life.
3. Every statement is unbiased. No judgments are implied by the comments made. 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 what extent the information in this report will impact your future development.



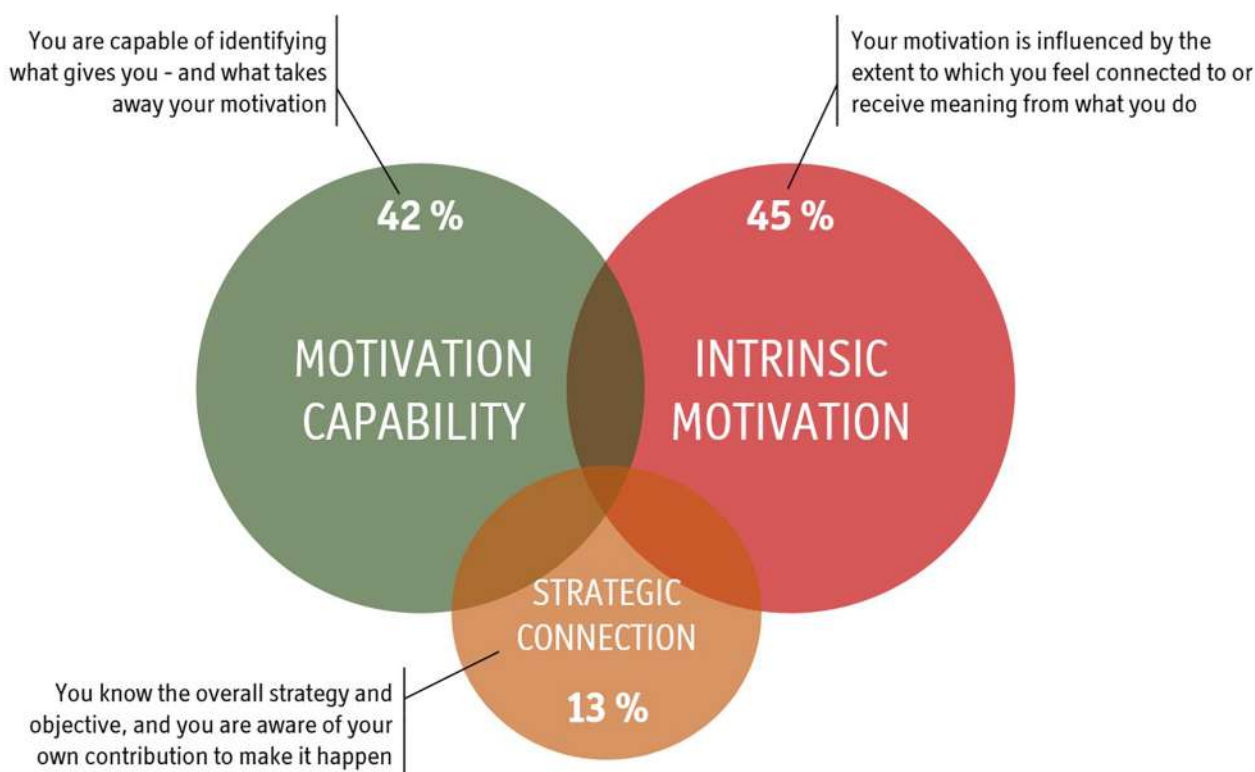
6. The purpose of Motivation Factor Pin Pointer Pro is to:
  - Provide feedback on your current level of motivation
  - Inspire you to increase your motivation capability and your intrinsic motivation
  - Identify your top-5 needs and talents
  - Help you understand how to meet your needs and how to leverage your talents
  - Identify the level to which you associate with the company strategy
7. 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.

## Report

Motivation Factor Pin Pointer Pro measures:

**Motivation Capability, Intrinsic Motivation and Strategic Connection** on a scale from 1 to 100.

- The Motivation Capability score reflects how capable you are at identifying what you need and what you should avoid in order to become or remain highly motivated.
- The Intrinsic Motivation score reflects the extent to which you are able to optimally utilize your talents, and the extent to which you feel you are contributing to something meaningful.
- The Strategic Connection score reflects to which extent you are capable of associating with the corporate strategy. The measurement is based on three core factors: knowledge, attitude and behaviour



Traditional employee satisfaction analyses focus on External Motivation. A study by the Boston Research Group concluded that 55% of total employee motivation is linked to external factors, whereas the remaining 45% is linked to Intrinsic Motivation and Motivation Capability. Motivation Factor Pin Pointer Pro measures Motivation Capability and Intrinsic Motivation.

### Highest and lowest score

Motivation Factor Pin Pointer Pro identifies which of the 118 questions have received the highest and lowest scores and provides inspiration for how to improve the score. Questions that you scores "highest" and "lowest", respectively, are relative to your individual scoring of the questions. (read more on page 11).

### Needs and talents

Motivation FactorPin Pointer Pro puts words to your significant needs and talents (motivation factors). On pages 13 and 15, we present your personal "Need-Cloud" and "Talent-Cloud" - a graphic illustration of the words that depict your needs and talents.

## Motivation Factor Index

The Motivation Factor® Index tool measures an individual’s ability to get and stay motivated. The index is exploiting the same powerful research and proven methods that drive all of our programs – from building resilience and emotional intelligence to identifying and applying inherent talents and passions for lasting motivation.

The Motivation Factor Index is based on the Hierarchy of Motivation. Recent brain research supports the theory that your ability to incorporate new learning and to manage change grows proportionally with how well you are able to take care of each level in the Hierarchy of Motivation. The Hierarchy of Motivation is based theoretically and empirically on positive and cognitive psychology, on well-established motivation theories, and recent discoveries in neuropsychology



The underlying philosophy behind the Hierarchy of Motivation is that in order to achieve lasting motivation you must:

- Identify and act on the things that drain your energy.
- Understand the impact of, and assume responsibility for your needs.
- Actively apply and leverage your innate talents.
- Become purpose-driven in your contributions, goals and choices.

In relation to the Hierarchy of Motivation, motivation capabilities are linked to the two lower levels and intrinsic motivation is linked to the two upper levels.

### Your Motivation Factor Index Score:

The score is based on a scale from 1–100 and measures your motivation capabilities and your intrinsic motivation.

The average is calculated on the basis of previous users of Motivation Factor Pin Pointer Pro users and is dynamically adjusted to reflect your unique score.

Note: Your score is a snapshot of your current situation. For example if you are displeased with your job, and may be considering new challenges, your score will reflect that. Your score is not an expression of how a new situation will motivate you.

|                           | MOTIVATION CAPABILITY LOW  | MOTIVATION CAPABILITY HIGH  |
|---------------------------|--|---|
| INTRINSIC MOTIVATION HIGH | <p>This score can mean that you are motivated, productive and passionate in your work.</p> <p>That you are motivated in your present circumstances, but not necessarily motivated by change.</p> <p>You like to act and solve problems when they arise.</p> <p>Your motivation is to some extent governed by external circumstances.</p> | <p>This score can mean that you thrive and feel that you have influence on things.</p> <p>You can see the purpose of what you’re doing and you feel that you contribute to the whole.</p> <p>You are proactive and solution-oriented and have a high tolerance for new ideas.</p>   |
| INTRINSIC MOTIVATION LOW  | <p>This score can mean that you are unmotivated and frustrated and may not be able to put your finger on why.</p> <p>You may feel you don’t have the opportunity to influence your situation and you are easily influenced by external factors.</p> <p>Your motivation is greatly influenced by external circumstances.</p>              | <p>This score can mean that your strengths are not being used optimally.</p> <p>You may have a hard time seeing how you can contribute to the whole.</p> <p>You feel that you have control of your own situation and are aware of what gives you motivation, and what does not.</p> |

## Motivation Capability Score (Indicates your responsiveness to extrinsic factors)



Motivation Capability measures to what extent you are able to get and stay motivated towards your goals. This includes the ability to identify and address what is prohibiting you to succeed as well as the ability to be aware of, and responsible for, the impact of your personal needs to achieve your goals.

### Behavior:

These statements below are the kind of behavior you can observe in yourself or your colleagues if the score is high on Motivation Capabilities:

- Few Interpersonal conflicts
- Not blaming others or outside circumstances for lack of progress
- Good alignment of goals and expectations
- High tolerance for diverse ideas and approaches
- Not Participating in "Hallway conversations" where communication or decisions are made outside of formal channels
- Lot of initiative and resourcefulness
- High Performance
- High stress threshold

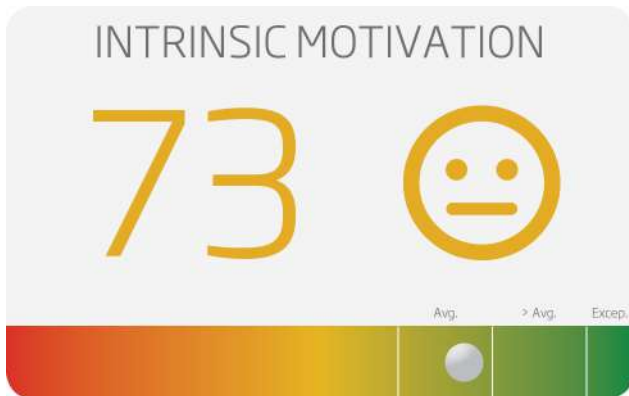
### What you can do to improve your motivation capabilities:

#### Get rid of your energy drainers

- Approximately 80% of what drains your energy has to do with external factors such as other's behavior, decisions made by others, or circumstantial limitations. Unfortunately, these factors are almost always beyond your control to change. Motivation, engagement, and ultimately your success, rests on your ability to identify your energy drainers, and to generate options and actions to get rid of them.



## Intrinsic Motivation Score (Indicates how intrinsically motivated you are)



Intrinsic motivation measures the extent to which you responded positively to factors associated with:

- feeling connected to, or finding joy in your work,
- actively leveraging your personal talents.

### Behavior:

These statements below are the kind of behavior you can observe in yourself or your colleagues if the score is high on Intrinsic Motivation:

- A “How can I contribute” focus instead “what’s in it for me?”
- High connection to stakeholders/customers
- High sense of community or camaraderie
- Passion for the work or direction
- External motivation factors like benefits and compensation becomes less important
- Organizational or functional changes are welcomed as new exciting opportunities
- High productivity due to leveraging on talents
- Team orientation

### What you can do to improve your intrinsic motivation:

#### Leverage your talents

Your ability to acquire new competencies and maintain motivation depends on how effective you are at leveraging your personal talents. Once you understand the value of utilizing your own talents, your focus naturally turns to facilitating and incorporating other people’s talents. You have much more capacity and a higher level of engagement when you actively employ your talents in your daily life and work.

## Strategic Connection

(Indicates how well you feel connected with the strategy)

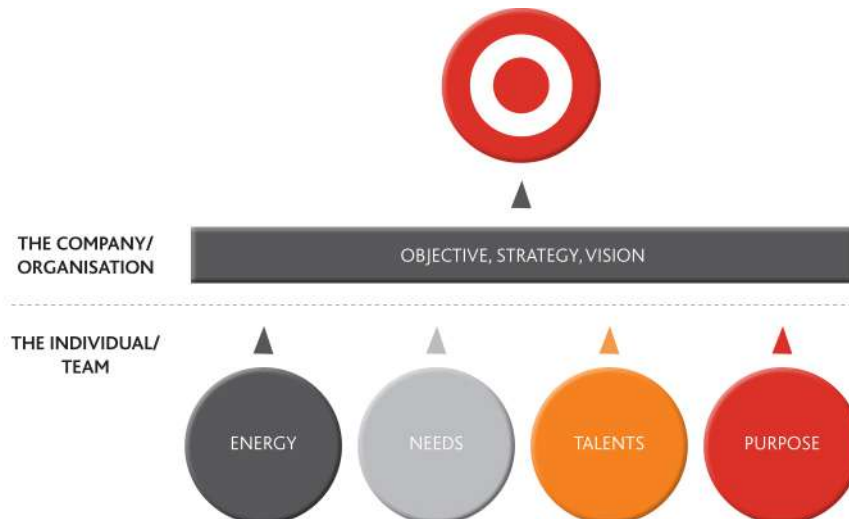


Strategic Connection indicates to what extent you know, understand and relate to company strategy and goals. The measurement is based on three core factors: knowledge, attitude and behaviour.

### How to improve Strategic Connection?

To improve your Strategic Connection, it is important to:

1. Know the strategy and know how goals are related to it
2. Ensure the strategy makes sense to you
3. Feel motivated by the strategy and feel responsible for its implementation



The model shows the coupling between individual and/or team energy, needs, talents and purpose and overall company goals. The coupling is crucial to employee/team motivation as well as the realization of corporate goals.

## Declaration:

Questions to which you scores "highest" and "lowest", respectively, are relative to your total scoring of the questions. For example, take an elite high-jumper who in three record-breaking attempts jumps 2.25, 2.26 and 2.27 cm, respectively.

- The lowest score of 2.25 does not make him a poor high-jumper but, relatively speaking, it is his lowest score.
- If hypothetically you scored the maximum points (5 of 5) to all questions except one, to which you scored 4 of 5, then that question would be your "lowest score".
- If hypothetically you scored maximum points (5 of 5) on all questions, the overall lowest validated and the overall highest validated question would emerge as "Lowest and Highest scores", respectively.

[Read more about validation here.](#)

### Your highest scoring assessment questions:

1. My work is valued by my organization
2. I feel respected for the work I do
3. My work is meaningful
4. I get help and support from my colleagues
5. I get help and support from my organization

### Your lowest scoring assessment questions:

1. I rarely experience frustrations related to my organization
2. I rarely experience stress related to my work
3. I often lose track of time because I find my work interesting
4. I know what I can do to get excited about my work
5. I am motivated by my organization's strategy

### How can you work with your high and low score questions?

High score questions - ask yourself:

1. Which two high score questions are the most important in relation to my job and motivation?
2. Why do I score high on these two questions?
3. What effect does it have on my work and motivation that I score high on these two questions?
4. What can I do (when and why) to get more of it?

Low score questions - ask yourself:

1. Which two low score questions are the most critical to my job and motivation?
2. Why do I score low on these two issues?
3. What effect does it have on my work and motivation that I score low on these two questions?
4. What can I do (when and why) to improve my score on these two questions?

## 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 one or all of the following happens:

- You believe that your personal needs will not be met.
- Someone is preventing you from meeting your personal needs,
- It turns out that you do have the possibility to satisfy a need, but 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-5 needs, based on your response to the Motivation Factor Pin Pointer Pro:

#### **Be appreciated**

The need to be appreciated can mean that you are most comfortable when you feel valued by or close to others. Being ignored or feeling disconnected may cause you discomfort. | Yes please! Recognize my efforts. | Receives management's respect and recognition. | Input appreciated. | Getting attention from others.

#### **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.

#### **Recognition**

The need for recognition can mean that you are energized when others notice and or acknowledge your achievements. You may be discouraged when accomplishments are not appreciated. | Praise and attention is energizing. | Recognition is expected. | Visibility and awareness | Achievements should be noted.

#### **Respect**

The need for respect can mean that you are most comfortable in an environment where mutual respect is highly valued. It might be important for you that others care about your opinion and contributions and you may have a strong aversion to being discounted or diminished. | Deference is important. | Valued among colleagues. | Always welcomed. | Opinion appreciated.

#### **Balance**

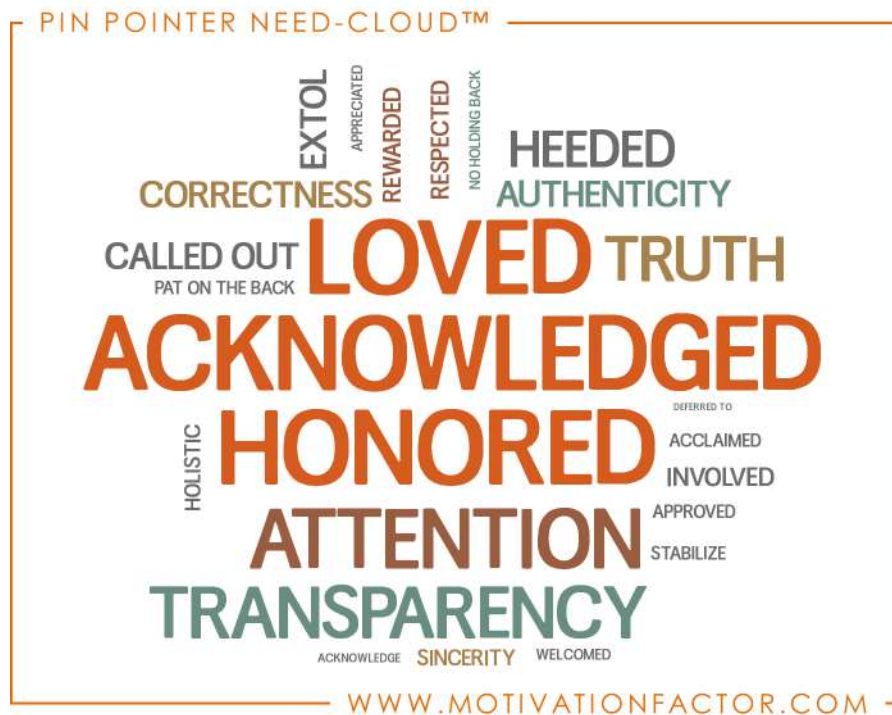
The need for balance can mean that you will tend to strive for equality in many situations. It might be balance in your personal or professional life but it can also be balance in work assignments, conversations or relationships. You may feel uncomfortable in situations where attention is not being given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

## Needs (continued)

### Need Cloud

Your top-5 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 are some important key points that you should be aware of 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 that enable that talent get even stronger.
2. **You feel good when you put your talents to use.** When you use your talents it triggers the production of “feel good” hormones in the brain.
3. **You can use your talents 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. (see suggestion on how to do this on page 9)
4. **You should focus on your talents.** 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 your talents.** 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-5 talents, based on your response to the Motivation Factor Pin Pointer Pro:

#### 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. | Quitting is not an option. | Challenge and succeed. | Winning gets me high.

#### 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. | Working together. | Building communities. | Interact and socialize. | Alliance and partnership.

#### 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. | Supports others to meet their challenges. | Encourage and inspire. | Available to others. | Optimize and improve.

#### Creativity

The talent for creativity can mean that you tend to look at things differently, see possibility and are on the lookout for the "new". Building something out of nothing whether a new product or a new way of doing things most likely fascinates you. | Induce new initiatives. | Leave no stone unturned in. | Innovative and productive. | Create new things.

#### 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. | Specialist knowledge on specific subject. | Profound knowledge. | Sets the standard for the field. | Leading capacity.

# Talents (continued)

### 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**

In today's typical company or organization all management is change management. This 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 their 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 centered around:

- Embedding of business strategy, objectives and values
- Implementation of organizational changes
- Putting realization or change management into 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 to gaining more lasting motivation.

### **Motivation Factor for Advanced Users**

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



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