

Motivators Team Report

Motivation helps influence behavior and action. These pages will help your team understand their motivations and what drives the team, providing a clear course to maximize performance by achieving better alignment with individual passions and leveraging the drivers to create satisfaction.








Use the Motivators team report to help you and your team understand the similarities and differences in what drives behavior and emotion. This report will highlight both the Motivators of each member and how influential each motivator is to the individual to show the best ways to ensure satisfaction for your team and leverage your team's passions and values. Keep in mind, we don't always act on our Motivators, so behaviors may not align.

The Elements of the Motivation Index

Each of these dimensions are measured with an individual score, a ranking and a comparison to the population. For the team report, we will focus specifically on the score and ranking.

Important: Remember, **very high** and **very low** scores mean that dimension is a **NEED**, rather than a **WANT**. Those scores show that someone will likely **create situations for the need to be satisfied**.

The Seven Dimensions of Motivation measured in this report are:

-  **Aesthetic** - A drive for balance, harmony and form.
-  **Economic** - A drive for return on investment.
-  **Individualistic** - A drive to stand out as independent and unique.
-  **Power** - A drive to be in control or have influence.
-  **Altruistic** - A drive to help others at the expense of self.
-  **Regulatory** - A drive to establish order, routine, and structure.
-  **Theoretical** - A drive for knowledge, learning, and understanding.

- **Scores** (from 1-100): The scores reveal the **level of importance** of that motivator to you. Higher numbers mean you consistently ranked the motivator as more important & lower numbers mean the motivator was consistently ranked less important. The number also reveals placement in Very Low, Low, Average, High and Very High. The people who score within each group share common traits and descriptions (i.e. those who have Very Low scores will share common values with one another).
- **Ranking** (from 1-7): The ranking reveals **how influential** the Motivators are to your behavior and decisions in order from 1-7. Keep in mind that some Motivators have relationships with other Motivators that strengthen them, but this is a true 1 through 7 ranking based on which are individually most impactful. The ranking is based on the distance from 50, or a balanced, situational score. The further from 50 in either direction, the more passion exists (either high=toward that Motivator or low=away from that Motivator).

Team Highlights

The below charts share an at-a-glance view of each of your team members.

- The colored portion of the box shows how high or low their score (**importance**) is, and the white number is their score in each Motivator.
- The large number in the dimension color shows their ranking (**impact**) in each Motivator.

| | AES | ECO | IND | POW | ALT | REG | THE |
|-----------------|---------|---------|---------|---------|---------|---------|---------|
| Ng, Poh Yin | 5 40 | 1 76 | 2 71 | 7 51 | 3 31 | 4 38 | 6 40 |
| CHEW, ZHENG YAN | 7 51 | 4 61 | 5 58 | 6 46 | 1 26 | 3 30 | 2 74 |
| LIM, CHEN HONG | 2 71 | 6 48 | 5 59 | 3 71 | 1 35 | 4 40 | 7 50 |
| GOH, MING YE | 2 25 | 1 76 | 3 68 | 6 58 | 4 35 | 5 40 | 7 46 |
| NG, AI MUI | 6 48 | 2 84 | 5 45 | 3 81 | 1 35 | 4 40 | 7 48 |
| ONG, CHEE WEI | 2 31 | 1 71 | 6 54 | 4 64 | 5 38 | 3 33 | 7 54 |
| KHEW, CHUEN YEE | 6 43 | 3 69 | 4 61 | 2 78 | 1 12 | 7 43 | 5 41 |
| CHUA, XIN NI | 3 59 | 7 50 | 2 71 | 6 54 | 1 13 | 4 43 | 5 56 |
| TAN, HO SOON | 5 38 | 7 53 | 4 66 | 1 76 | 6 54 | 2 28 | 3 31 |
| KYANG, YUK LING | 3 31 | 1 94 | 6 46 | 5 64 | 2 26 | 4 31 | 7 53 |
| Nobu, Nobu | 2 17 | 4 64 | 6 50 | 7 50 | 3 33 | 5 43 | 1 91 |

| | AES | ECO | IND | POW | ALT | REG | THE |
|-----------------------|---------|---------|---------|---------|---------|---------|---------|
| Gan, Andrew Teck Tiam | 6 56 | 5 58 | 7 48 | 2 71 | 1 18 | 3 30 | 4 66 |
| Gan, Anthony | 3 61 | 6 53 | 4 61 | 7 48 | 2 36 | 1 33 | 5 54 |
| Li, Kaiyee | 3 30 | 5 63 | 1 78 | 6 59 | 7 43 | 2 25 | 4 33 |

Individual Score Comparison: IMPORTANCE

The below graph shows each individual team member's score and descriptor to compare and contrast the drivers and values of your team members.

The scores reveal the **level of importance** of that motivator to the individual. The descriptor tells you how that motivation is defined.

- **Higher numbers** mean the motivator was consistently ranked as **more important**.
- **Lower numbers** mean the motivator was consistently ranked as **less important**.

| | AES | ECO | IND | POW | ALT | REG | THE |
|----------|----------------|---------------|---------------|---------------|-----------------|-------------|---------------|
| Ng, P | Realistic | Maximized | Independent | Directive | Suspicious | Flexible | Street Smart |
| CHEW, Z | Divergent | Incentivized | Creative | Influential | Distrusting | Spontaneous | Fact-Finder |
| LIM, C | Impractical | Incentivized | Self-Reliant | Forceful | Self-Focused | Flexible | Reflective |
| GOH, M | Real World | Maximized | Self-Reliant | Directive | Self-Protective | Flexible | Reflective |
| NG, A | Imaginative | Self-Mastered | Accommodating | Domineering | Self-Focused | Flexible | Reflective |
| ONG, C | Practical | Competitive | Balanced | Authoritative | Self-Protective | Independent | Inquisitive |
| KHEW, C | Sensible | Competitive | Self-Reliant | Domineering | Self-Focused | Disciplined | Street Smart |
| CHUA, X | Unconventional | Incentivized | Independent | Directive | Self-Focused | Disciplined | Inquisitive |
| TAN, H | Realistic | Incentivized | Self-Reliant | Forceful | Obliging | Spontaneous | Intuitive |
| KYANG, Y | Practical | Self-Mastered | Accommodating | Authoritative | Distrusting | Independent | Inquisitive |
| Nobu, N | Grounded | Competitive | Cooperative | Influential | Suspicious | Disciplined | Scholarly |
| Gan, A | Divergent | Incentivized | Accommodating | Forceful | Self-Focused | Spontaneous | Investigative |
| Gan, A | Unconventional | Incentivized | Self-Reliant | Influential | Self-Protective | Independent | Inquisitive |
| Li, K | Practical | Incentivized | Unrestricted | Controlling | Helpful | Spontaneous | Intuitive |

Red = Very High

Orange = High

Green = Average

Purple = Low

Blue = Very Low

Translating these levels of importance into the descriptions and relative positioning to other scores can also be seen by using the Word Matrix (see Individual Motivator pages that follow).

Consider:

- What patterns do you see in this team's Motivators based on **importance**?
- What are the most common Motivators that will be noticeable for this team (*Very High, High, Low, and Very Low scores*)?
- In which dimensions are there no obvious passion either toward or away from that driver for this team (*Average scores*)?
- What implications do these scores have for the team?
- Do any individuals exhibit highs and/or lows that are opposite from the majority of the team highs and lows? Who? How are these individuals driven differently and how might that affect their performance?

A Closer Look at the Seven Motivator Dimension Scores

Each descriptor below reveals the preference for shaping behavior and what energizes someone depending on if their score is low or high. Remember, scores that fall near the center are more balanced and situational, meaning the individual will be driven by what they perceive is necessary in each situation or circumstance.

The Aesthetic Motivator: The drive for balance, harmony, and form

| | | | | | | | |
|-----------------------|---|-----------------------|----|-----------------|----|------------|----|
| Eccentric | | | | | | | |
| Impractical | <p>Impractical</p> <table border="1"> <tr> <td>LIM, CHEN HONG</td> <td>71</td> </tr> </table> | LIM, CHEN HONG | 71 | | | | |
| LIM, CHEN HONG | 71 | | | | | | |
| Unconventional | <p>Unconventional</p> <table border="1"> <tr> <td>Gan, Anthony</td> <td>61</td> </tr> <tr> <td>CHUA, XIN NI</td> <td>59</td> </tr> </table> | Gan, Anthony | 61 | CHUA, XIN NI | 59 | | |
| Gan, Anthony | 61 | | | | | | |
| CHUA, XIN NI | 59 | | | | | | |
| Divergent | <p>Divergent</p> <table border="1"> <tr> <td>Gan, Andrew Teck Tiam</td> <td>56</td> </tr> <tr> <td>CHEW, ZHENG YAN</td> <td>51</td> </tr> </table> | Gan, Andrew Teck Tiam | 56 | CHEW, ZHENG YAN | 51 | | |
| Gan, Andrew Teck Tiam | 56 | | | | | | |
| CHEW, ZHENG YAN | 51 | | | | | | |
| Imaginative | <p>Imaginative</p> <table border="1"> <tr> <td>NG, AI MUI</td> <td>48</td> </tr> </table> <p>Sensible</p> <table border="1"> <tr> <td>KHEW, CHUEN YEE</td> <td>43</td> </tr> </table> | NG, AI MUI | 48 | KHEW, CHUEN YEE | 43 | | |
| NG, AI MUI | 48 | | | | | | |
| KHEW, CHUEN YEE | 43 | | | | | | |
| Sensible | <p>Realistic</p> <table border="1"> <tr> <td>Ng, Poh Yin</td> <td>40</td> </tr> <tr> <td>TAN, HO SOON</td> <td>38</td> </tr> </table> | Ng, Poh Yin | 40 | TAN, HO SOON | 38 | | |
| Ng, Poh Yin | 40 | | | | | | |
| TAN, HO SOON | 38 | | | | | | |
| Realistic | <p>Practical</p> <table border="1"> <tr> <td>ONG, CHEE WEI</td> <td>31</td> </tr> <tr> <td>KYANG, YUK LING</td> <td>31</td> </tr> <tr> <td>Li, Kaiyee</td> <td>30</td> </tr> </table> | ONG, CHEE WEI | 31 | KYANG, YUK LING | 31 | Li, Kaiyee | 30 |
| ONG, CHEE WEI | 31 | | | | | | |
| KYANG, YUK LING | 31 | | | | | | |
| Li, Kaiyee | 30 | | | | | | |
| Practical | <p>Real World</p> <table border="1"> <tr> <td>GOH, MING YE</td> <td>25</td> </tr> </table> | GOH, MING YE | 25 | | | | |
| GOH, MING YE | 25 | | | | | | |
| Real World | <p>Grounded</p> <table border="1"> <tr> <td>Nobu, Nobu</td> <td>17</td> </tr> </table> | Nobu, Nobu | 17 | | | | |
| Nobu, Nobu | 17 | | | | | | |
| Grounded | | | | | | | |

High Scores are Energized by -
Achieving equilibrium and harmony between the world around you and yourself.

Those who score high in Aesthetic are unconventional, creative, and influenced by how the outside makes them feel.

Low Scores are Energized by -
Pragmatic and tangible approaches that bring concrete and reliable results.

Those who score low in this motivator are practical, real-world thinkers who are not as influenced by emotions.

The Economic Motivator: A drive for return on investment



Self-Mastered

| | |
|-----------------|----|
| KYANG, YUK LING | 94 |
| NG, AI MUI | 84 |

Maximized

| | |
|--------------|----|
| Ng, Poh Yin | 76 |
| GOH, MING YE | 76 |

Competitive

| | |
|-----------------|----|
| ONG, CHEE WEI | 71 |
| KHEW, CHUEN YEE | 69 |
| Nobu, Nobu | 64 |

Incentivized

| | |
|-----------------------|----|
| Li, Kaiyee | 63 |
| CHEW, ZHENG YAN | 61 |
| Gan, Andrew Teck Tiam | 58 |
| TAN, HO SOON | 53 |
| Gan, Anthony | 53 |
| CHUA, XIN NI | 50 |
| LIM, CHEN HONG | 48 |

High Scores are Energized by -

Self-interest, economic gains, and achieving real-world returns on efforts.

Those who score high in this motivator need a return on investment and will want to know what is in it for them.

Low Scores are Energized by -

Less competitive approaches and being more satisfied with what they already have.

Those who score low in this motivator will settle for what they can get, and will focus mostly on what they can do for others.

The Individualistic Motivator: A drive to stand out as independent and unique

| | | | | | | | | | | | |
|-----------------------|---|-----------------|----|-----------------------|----|-----------------|----|--------------|----|----------------|----|
| Unrestricted | | | | | | | | | | | |
| Independent | | | | | | | | | | | |
| Self-Reliant | <p>Unrestricted</p> <table border="1"> <tr> <td>Li, Kaiyee</td> <td>78</td> </tr> </table> | Li, Kaiyee | 78 | | | | | | | | |
| Li, Kaiyee | 78 | | | | | | | | | | |
| Creative | <p>Independent</p> <table border="1"> <tr> <td>Ng, Poh Yin</td> <td>71</td> </tr> <tr> <td>CHUA, XIN NI</td> <td>71</td> </tr> </table> | Ng, Poh Yin | 71 | CHUA, XIN NI | 71 | | | | | | |
| Ng, Poh Yin | 71 | | | | | | | | | | |
| CHUA, XIN NI | 71 | | | | | | | | | | |
| Balanced | <p>Self-Reliant</p> <table border="1"> <tr> <td>GOH, MING YE</td> <td>68</td> </tr> <tr> <td>TAN, HO SOON</td> <td>66</td> </tr> <tr> <td>KHEW, CHUEN YEE</td> <td>61</td> </tr> <tr> <td>Gan, Anthony</td> <td>61</td> </tr> <tr> <td>LIM, CHEN HONG</td> <td>59</td> </tr> </table> | GOH, MING YE | 68 | TAN, HO SOON | 66 | KHEW, CHUEN YEE | 61 | Gan, Anthony | 61 | LIM, CHEN HONG | 59 |
| GOH, MING YE | 68 | | | | | | | | | | |
| TAN, HO SOON | 66 | | | | | | | | | | |
| KHEW, CHUEN YEE | 61 | | | | | | | | | | |
| Gan, Anthony | 61 | | | | | | | | | | |
| LIM, CHEN HONG | 59 | | | | | | | | | | |
| Cooperative | <p>Creative</p> <table border="1"> <tr> <td>CHEW, ZHENG YAN</td> <td>58</td> </tr> </table> <p>Balanced</p> <table border="1"> <tr> <td>ONG, CHEE WEI</td> <td>54</td> </tr> </table> | CHEW, ZHENG YAN | 58 | ONG, CHEE WEI | 54 | | | | | | |
| CHEW, ZHENG YAN | 58 | | | | | | | | | | |
| ONG, CHEE WEI | 54 | | | | | | | | | | |
| Accommodating | <p>Cooperative</p> <table border="1"> <tr> <td>Nobu, Nobu</td> <td>50</td> </tr> </table> <p>Accommodating</p> <table border="1"> <tr> <td>Gan, Andrew Teck Tiam</td> <td>48</td> </tr> <tr> <td>KYANG, YUK LING</td> <td>46</td> </tr> <tr> <td>NG, AI MUI</td> <td>45</td> </tr> </table> | Nobu, Nobu | 50 | Gan, Andrew Teck Tiam | 48 | KYANG, YUK LING | 46 | NG, AI MUI | 45 | | |
| Nobu, Nobu | 50 | | | | | | | | | | |
| Gan, Andrew Teck Tiam | 48 | | | | | | | | | | |
| KYANG, YUK LING | 46 | | | | | | | | | | |
| NG, AI MUI | 45 | | | | | | | | | | |
| Supportive | | | | | | | | | | | |
| Apprehensive | | | | | | | | | | | |
| Secure | | | | | | | | | | | |

High Scores are Energized by -
Expressing autonomy and freedom from others' ideas and protocols.

Those who score high in this motivator need to stand out and be special, and crave external validation.

Low Scores are Energized by -
Not seeking the limelight, keeping ideas to themselves, and less likelihood of self-promotion.

Those who score low in this motivator will blend in with the group, are more collaborative, and do not need to stand out.

The Power Motivator: A drive to be in control or have influence



Domineering

| | |
|-----------------|----|
| NG, AI MUI | 81 |
| KHEW, CHUEN YEE | 78 |

Forceful

| | |
|-----------------------|----|
| TAN, HO SOON | 76 |
| LIM, CHEN HONG | 71 |
| Gan, Andrew Teck Tiam | 71 |

Authoritative

| | |
|-----------------|----|
| ONG, CHEE WEI | 64 |
| KYANG, YUK LING | 64 |

Controlling

| | |
|------------|----|
| Li, Kaiyee | 59 |
|------------|----|

Directive

| | |
|--------------|----|
| GOH, MING YE | 58 |
| CHUA, XIN NI | 54 |
| Ng, Poh Yin | 51 |

Influential

| | |
|-----------------|----|
| Nobu, Nobu | 50 |
| Gan, Anthony | 48 |
| CHEW, ZHENG YAN | 46 |

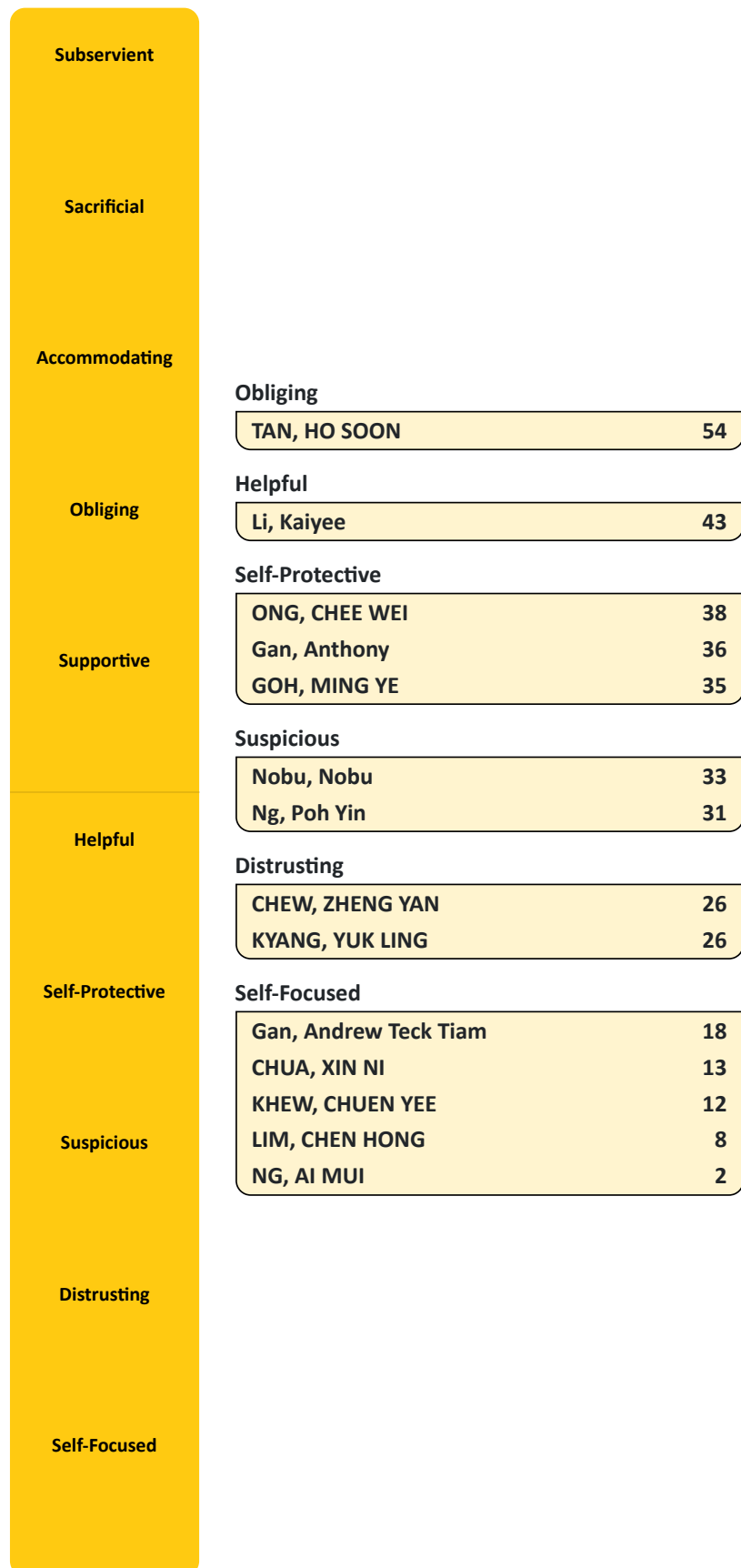
High Scores are Energized by -
Directing and controlling people, environments, and personal spaces.

Those who score high in this motivator need authority greater or equal to responsibility; they will go after what they want.

Low Scores are Energized by -
Supporting other people's efforts and a less focused approach to owning their own personal space.

Those who score low in this motivator relinquish control and will not fight to make things different; they accept what they are given.

The Altruistic Motivator: A drive to help others at the expense of self



High Scores are Energized by -
Helping and eliminating pain and suffering of others at personal cost.

Those who score high in this motivator accommodate and help anyone and everyone and are always thinking, "what can I do for you?"

Low Scores are Energized by -
Focusing on personal wants and needs and taking a more suspicious stance towards the moves of others.

Those who score low in this motivator accommodate and help those who deserve it and can be suspicious of others thinking, "what do you want from me?"

The Regulatory Motivator: A drive to establish order, routine, and structure



Disciplined

| | |
|-----------------|----|
| KHEW, CHUEN YEE | 43 |
| CHUA, XIN NI | 43 |
| Nobu, Nobu | 43 |

Flexible

| | |
|----------------|----|
| LIM, CHEN HONG | 40 |
| GOH, MING YE | 40 |
| NG, AI MUI | 40 |
| Ng, Poh Yin | 38 |

Independent

| | |
|-----------------|----|
| ONG, CHEE WEI | 33 |
| Gan, Anthony | 33 |
| KYANG, YUK LING | 31 |

Spontaneous

| | |
|-----------------------|----|
| CHEW, ZHENG YAN | 30 |
| Gan, Andrew Teck Tiam | 30 |
| TAN, HO SOON | 28 |
| Li, Kaiyee | 25 |

High Scores are Energized by -

Establishing routine, order, and setting boundaries for self and others.

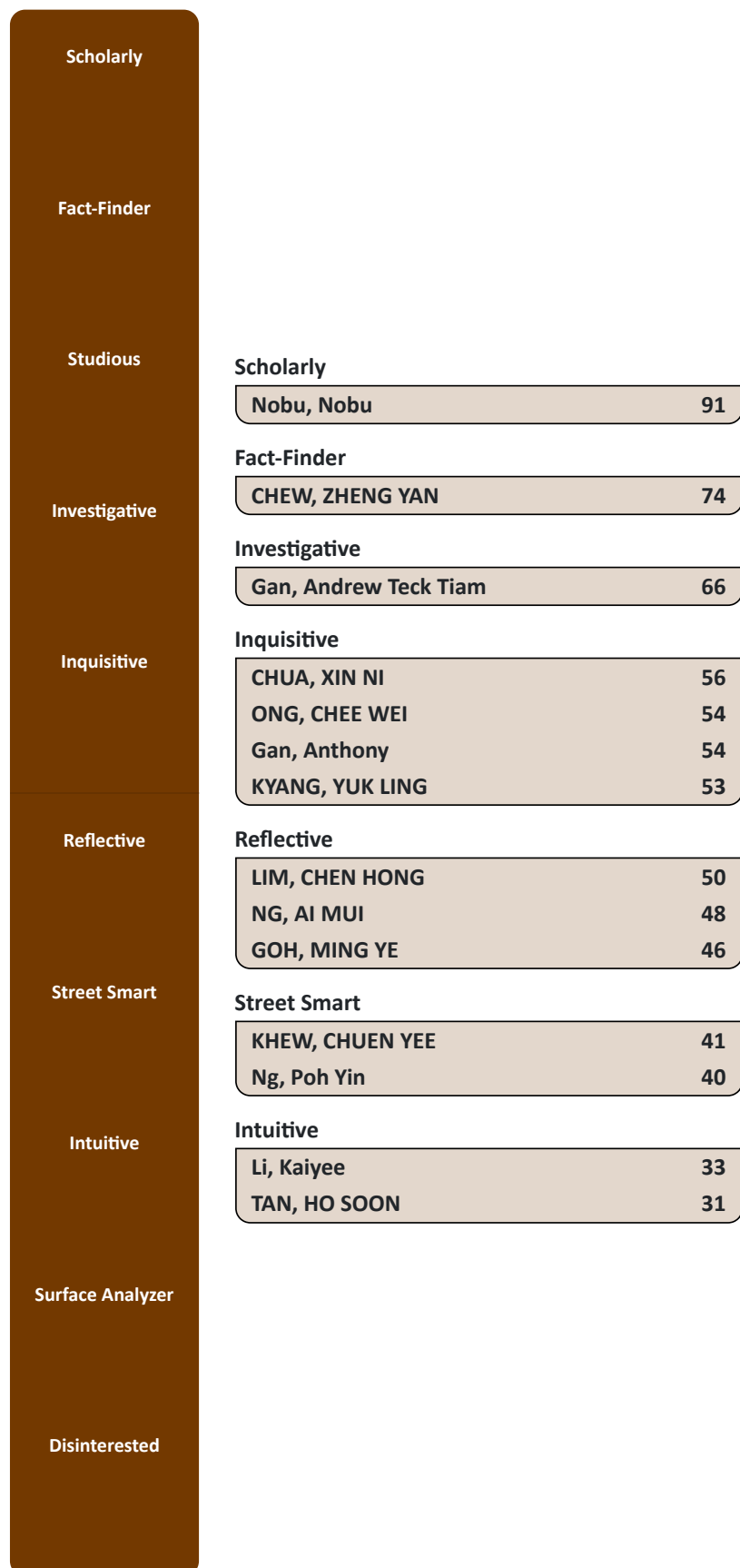
Those who score high in this motivator are conventional, and think there is only one way to get things done; they value traditional, established methods.

Low Scores are Energized by -

Remaining independent of as opposed to depending on the restrictive ideas of others.

Those who score low in this motivator are flexible and open, and think there are many ways to get things done and lots of options; they value independence and flexibility.

The Theoretical Motivator: A drive for knowledge, learning, and understanding



High Scores are Energized by -

Activities to support learning everything that can be known about what is believed to be important, factual, and truthful.

Those who score high in this motivator are complicated thinkers, analyzers, skeptical investigators, and knowledgeable experts.

Low Scores are Energized by -

A more dismissive view of gathering new information and discovery while relying more on natural instincts and past experiences for answers.

Those who score low in this motivator are situational learners, learning through living and trial and error, and only care to know "enough" to meet the current need or circumstance.

Individual Ranking Comparison: IMPACT

The below graph shows each individual team member's ranking of each Motivator. You can use this to compare and contrast the strongest and most influential drivers on this team.

The ranking reveals how **influential that motivator** in on our decisions and behavior on a scale from 1-7.

- 1 is most influential, 7 is least influential - but note the level from **Very High to Very Low** for each so you can examine **HOW** that motivator will be influential in the decisions and behavior.
- The ranking is based on the distance from 50, or a balanced, situational score. The further from 50 in either direction, the more passion exists (*either high=toward that Motivator or low=away from that Motivator*).
- Remember, some Motivators have interactions with others that strengthen them, but this is a true 1 through 7 ranking based on which are individually most impactful based on the distance from 50.

| | AES | ECO | IND | POW | ALT | REG | THE |
|----------|-------------|-------------|-------------|-------------|------------|------------|-------------|
| Ng, P | 5 Average | 1 Very High | 2 Very High | 7 Average | 3 Low | 4 Average | 6 Low |
| CHEW, Z | 7 Average | 4 Average | 5 Average | 6 Average | 1 Very Low | 3 Low | 2 Very High |
| LIM, C | 2 Very High | 6 Average | 5 Average | 3 Very High | 1 Very Low | 4 Average | 7 Average |
| GOH, M | 2 Very Low | 1 Very High | 3 High | 6 Average | 4 Low | 5 Average | 7 Average |
| NG, A | 6 Average | 2 Very High | 5 Low | 3 Very High | 1 Very Low | 4 Average | 7 Average |
| ONG, C | 2 Low | 1 High | 6 Average | 4 High | 5 Low | 3 Low | 7 Average |
| KHEW, C | 6 Average | 3 High | 4 High | 2 Very High | 1 Very Low | 7 Average | 5 Low |
| CHUA, X | 3 High | 7 Average | 2 Very High | 6 Average | 1 Very Low | 4 Average | 5 Average |
| TAN, H | 5 Average | 7 Average | 4 High | 1 Very High | 6 Average | 2 Low | 3 Very Low |
| KYANG, Y | 3 Low | 1 Very High | 6 Average | 5 High | 2 Very Low | 4 Low | 7 Average |
| Nobu, N | 2 Very Low | 4 High | 6 Average | 7 Average | 3 Low | 5 Average | 1 Very High |
| Gan, A | 6 High | 5 Average | 7 Average | 2 Very High | 1 Very Low | 3 Low | 4 High |
| Gan, A | 3 High | 6 Average | 4 High | 7 Average | 2 Low | 1 Low | 5 Average |
| Li, K | 3 Low | 5 Average | 1 Very High | 6 Average | 7 Average | 2 Very Low | 4 Very Low |

Red = Very High

Orange = High

Green = Average

Purple = Low

Blue = Very Low

Consider:

- What patterns do you see in this team's Motivators based on influence/impact?
- What are the most common Motivators that will influence this team based on their ranking? How will the team likely be driven by that Motivator?
- What implications do these rankings have for the team?
- Do any individuals exhibit highs and/or lows that are opposite from the majority of the team highs and lows? Who? How are these individuals driven differently and how might that affect their performance and the team?

Motivators Adaptability

Adapting to another's Motivational preference can be quite difficult! Sometimes Motivations are not readily observable, or may be disguised in behavior that doesn't align to them. A key way to understand another's Motivations is to pay attention to the things they value, the way they speak, and where they spend their time and attention (or other resources). What do you see that drives them? Once you know someone's Motivators, you can interact with them in a more effective way.

Steps to Improve Team Success

1. Be aware – see beyond your own perspective to view the world through other lenses.
2. Look for patterns, but don't stereotype. Remember, everyone is unique. Ask how these Motivators influence each individual, rather than assuming it will always be the same.
3. Once you know the Motivation behind the behavior, see if you can assist in helping to satisfy it.
4. Develop a genuine appreciation for differences and diversity. Leverage the differences.
5. Increase your understanding by being open to different ideas and expressing authentic curiosity, rather than judgment.

Reflection

It is important to take time to consider what these results show about your team and to help build satisfaction and effectiveness whether as a leader or team member.

1. Based on the team Motivators, what are some ways to approach the team and/or individuals to help build satisfaction and effectiveness?

2. Which team members Motivators are very different from yours? Which team members Motivators are more like yours? How will you leverage this information to improve your relationships?

3. What do you think will be the biggest challenge with putting this information into action? How will you seek to overcome it?
