

Strategic Self-Discovery Motivators to Action©

Want to understand what motivates you to action? Take the quiz below.

Select the statement in each set that is most important or speaks to you the most

My interests outside of work are:

Religious or spiritual activities	Blue
Volunteer for projects in the community	Yellow
Act in a local theatre production	Pink
Work on my part-time business	Green
Follow or work on a political campaign	Purple
Teach others skills I have to share	Orange

My desire for personal improvement include:

Spiritual growth	Blue
Additional education (formal or informal)	Orange
Beautifying my personal surroundings	Pink
Insuring my financial security	Green
Using my talents to help others	Yellow
Securing a leadership role in or out of work	Purple

My professional image is that of:

Good with facts, research	Orange
Innovation – finding new ways	Purple
Good manager of people	Blue
Seeking harmony in the workplace	Pink
A volunteer on and off duty to help others	Yellow
Finding the most efficient solution	Green

My personal goals outside of work are:

Start my own business	Green
Run for elected office	Purple
Invent new technology/write a book	Orange
Pursue my artistic side (craft, art, skill)	Pink
Social change/improve lives of others	Yellow
Family and friends/supporting my beliefs	Blue

Personal motivators for me:

Leading others	Purple
Continuing education	Orange
Being a good citizen	Blue
Helping others in need	Yellow
Increasing my net worth	Green
Arts/Crafts	Pink

The best way I contribute to society is:

Helping people be better	Yellow
Starting a business or service	Green
Being a reliable, team player	Blue
Protecting the environment or nature	Pink
Being an inventor	Orange
Being a local leader (school,community)	Purple

Leisure Activities I enjoy:

Church or family	Blue
Helping others	Yellow
Thinking about life	Pink
Investing/spending money	Green
Sports	Purple
Reading, learning new things	Orange

People I admire as role models:

Spiritual leaders	Blue
Scientists, professors	Orange
Artists, writers	Pink
Entrepreneurs, business leaders	Green
Humanitarians	Yellow
Military or political leaders	Purple

I think our tax money should be spent on:

Education	Orange
Military/Defense	Purple
Supporting a cause I believe in	Blue
Funding the arts	Pink
Helping the poor	Yellow
Reducing the federal deficit	Green

I personally value:

Financial Security	Green
Independence	Purple
Knowledge	Orange
Beauty and harmony in everything	Pink
Serving others	Yellow
Traditions	Blue

If I were to win the lottery I would:

Start my own business or charity	Purple
Advance my education	Orange
Give to a group that supports my beliefs	Blue
Give to charity/help others	Yellow
Save some/invest some	Green
Purchase art, help the environment	Pink

My favorite subjects to study are:

Social Sciences (Psych, Hist, Sociology)	Yellow
Math/Science, Economics	Green
Theology	Blue
Fine Arts (music, art, graphic design)	Pink
Philosophy, History	Orange
Political Science, Business	Purple

Go to next page for scoring and what your motivators are!

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Scoring the assessment. Below Use the colored boxes to tally the rankings you did on the previous page by color:

Example Scoring:

Rank	A	K	S	P	F	I
Total:	6	4	0	1	1	0

Your Score:

Rank						
Total:						

What your score means: Most people will have one area that stands out but even in those cases where there is a mixture, it will be the top 2 “motivators” through which you will filter information and decide if you will act. While your communication style will show others “how” you act; Motivators will tell you “why” you do what you do. When motivating others, it is helpful to understand both, but these six value types will help you as a leader understand how best to adjust your message to each follower.

<p align="center">HARMONIST</p> <p align="center">Value order and harmony in everything. Tend to focus on how things look and how well they go together.</p> <p>Communication Tips: Focus on: Making the project look good, Great for environmental projects, creativity, Quality and beauty of product or service</p>	<p align="center">KNOWLEDGE</p> <p align="center">Value information and knowledge of all kinds. Have a tendency toward analysis paralysis. Great with facts</p> <p>Communication Tips: Focus on: Research, development, Opportunities to learn, your knowledge And expertise, “cold hard facts” objectivity</p>
<p align="center">PEOPLE CHAMPION</p> <p align="center">Value people how to make their lives better. They look for ways to help and serve others to make the world a better place.</p> <p>Communication Tips: Focus on: Commitment to the group or Organization, to diversity, training and enrichment of employees & customers, the benefits to others and the organization</p>	<p align="center">FAMILY/TRADITION</p> <p align="center">Value a system of beliefs whether it is loyalty to family, group or religion. Will always place those above all else</p> <p>Communication Tips: Focus on: Ethics, principles, high moral standards, rewards offered for loyalty and commitment; importance of staying within the scope of the project’s mandate</p>
<p align="center">PRAGMATIST</p> <p align="center">Value common sense, a good deal and a return on their investment be it time, money or effort.</p> <p>Communication Tips: Focus on: Practical use or utility of process, What they get in return for their time, efforts, great time keepers; keeping project on track</p>	<p align="center">INDIVIDUALIST</p> <p align="center">Value being the first to discover or design the next “big” thing. Don’t want to be told what to do or how to do it. Want to “be” somebody of import and influence</p> <p>Communication Tips: Focus on: Importance of project, the influence the results will have, strategic alliances, goal-orientation of project</p>

Disclaimer: this is a non-scientific short inventory based on the Types of Men by Eduard Spranger that is intended for self-growth use only. It is not for sale nor can it be used as such. A more scientific inventory of this theory is available by contacting Kelle Corvin at kcorvin@lhl.org