



Inspire Leadership

# Essential Motivators™

## *Are YOU Using Your Talents?*

### Overview

Handouts for The Thursday Club  
Red Barn Consulting LLC  
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## Essential Motivators™

Strengthen relationships by understanding the core needs and values that drive behavior

### What motivates you to get out of bed, get engaged and do your best work?

Insight into this question is critical to our personal and professional success, fulfillment and stress management.

**Essential Motivators** helps to answer this question. The theory dates back more than 25 centuries to the work of Hippocrates. It was reintroduced in the 1970s by behavioral psychologist, David Keirse, in his book, *Please Understand Me* and further developed by his student and contemporary research psychologist, Linda Berens (Linda Beren's InterStrength Institute).

**Essential Motivators** tells us the why of the underlying needs and values that drive us – along with the talents we are more likely to develop, and the stressors that may lead to burnout. Because it is a behavioral model, it is also observable in others.

**Essential Motivator** patterns are dynamic, not static, and they influence, not limit, our behaviors and talents. There are four patterns. One will be your core pattern, your superpower where you have endless energy and interest. One might be a close second, a well-developed pattern, but if you had to do it endlessly, you would burnout. And one will be your least favorite, and clearly take extra energy and effort.

- *Catalyst* with a drive for meaning-centered contributions and a diplomatic skills set
- *Stabilizer* with a drive for continuity-centered contributions and a logistical skill set
- *Theorist* with a drive for mastery-centered contributions and a strategic skill set
- *Improviser* with a drive for impact-centered contributions and a tactical skill set





**Essential Motivators** helps you understand your own needs and values, in addition to flexing to work more effectively with others. It is used extensively in coaching and team development to support growth and success.

### What are the Key Benefits of Essential Motivators?





- Identify the situations where you tend to best perform
- Understand your core needs and how to meet them
- Recognize your core talents to leverage for personal satisfaction and professional success
- Identify your core stressors and stress solutions
- Increase your confidence, contributions and fulfillment

Understanding the needs, values, and motivations that drive behavior can help you apply your strengths, avoid possible pitfalls, and learn to flex and work more effectively with others.

## Talents and Skill Sets

Catalyst™ Diplomatic Skill Set	Stabilizer™ Logistical Skill Set
<ul style="list-style-type: none"> <li>• Build bridges between people</li> <li>• Empathetic</li> <li>• Strive to unify by understanding and resolving deeper issues while honoring individual uniqueness</li> <li>• Move to abstract level to see different viewpoints and then integrate them together</li> <li>• Help others harmonize and clarify values to bring unity to group</li> <li>• Have foresight and vision for people and communicate it</li> <li>• Help others find their path and inspire them to follow it</li> <li>• Envision and mentor others to achieve potential</li> </ul> 	<ul style="list-style-type: none"> <li>• Provide support and protection so things go right and don't go wrong</li> <li>• Right things in right place, right time, right quality, right quantity, to right people and not the wrong people</li> <li>• Attend to people's comforts and make things easy for others</li> <li>• Standardize, investigate, monitor and oversee policies to create stability for the group</li> <li>• Investigate what has happened before, carefully describe where to go next, how to get there and then monitor it</li> <li>• Shelter, protect and ensure safety and well-being</li> <li>• Examine, assess and instruct to meet standards</li> </ul> 
Theorist™ Strategic Skill Set	Improviser™ Tactical Skill Set
<ul style="list-style-type: none"> <li>• Think of and explain all possible contingencies and influencing factors and design processes for achieving result</li> <li>• Abstractly analyze a situation and identify unthought-of possibilities</li> <li>• Look at relationships between the goal and the means for unintended consequences</li> <li>• Identify ways to improve and make progress toward long-term goals</li> <li>• Integrate ideas into cohesive theories that strategically meet the wants and needs of others</li> <li>• Generate and share a multitude of ideas and possibilities for action</li> <li>• Mobilize and coordinate the actions of others to implement a strategy</li> </ul> 	<ul style="list-style-type: none"> <li>• Read the current context and situation</li> <li>• Skillfully manage the situation</li> <li>• Get an expedient result, often coming up with a variety of solutions or approaches</li> <li>• Take action according to the needs of the moment and plan the next move</li> <li>• Cleverly display, compose and perform with attention to impact and effect</li> <li>• Compose and produce just the right result that expresses the input of all concerned</li> <li>• Analyze and look at all angles, getting sense of situation and then be free to operate in the moment as things change</li> <li>• Motivate others through lively presentations</li> <li>• Promote and execute actions in response to the varying demands of situation and navigate obstacles</li> </ul> 

# How to Support Self and Others

Catalyst™ Diplomatic Skill Set	Stabilizer™ Logistical Skill Set
<p><b>How to Support Them</b></p>  <ul style="list-style-type: none"> <li>• Like them - know them</li> <li>• Acknowledge their uniqueness</li> <li>• Share or acknowledge values</li> <li>• Be sincere</li> <li>• Help provide an open, conflict-free workplace</li> <li>• Ask for their help, support, creativity and collaboration</li> <li>• Affirm and complement at least as much as criticize</li> </ul>	<p><b>How to Support Them</b></p>  <ul style="list-style-type: none"> <li>• Communicate and maintain clear timelines &amp; reporting structures</li> <li>• Give specific detailed instructions</li> <li>• Get to the point &amp; stick to it</li> <li>• Address the bottom line</li> <li>• Emphasize consistency &amp; efficiency</li> <li>• Include in new activities and membership</li> <li>• Don't change what isn't broken</li> </ul>
Theorist™ Strategic Skill Set	Improviser™ Tactical Skill Set
<p><b>How to Support Them</b></p>  <ul style="list-style-type: none"> <li>• Introduce, allow and encourage WHY</li> <li>• Allow for independent contributions, successes and failures</li> <li>• Provide autonomy - don't micro-manage!</li> <li>• Compliment them on their competence</li> <li>• Identify clear quality standards</li> <li>• Communicate future vision to put today's activity into a strategic framework</li> <li>• Give them a new and complex project</li> </ul>	<p><b>How to Support Them</b></p>  <ul style="list-style-type: none"> <li>• Get to the point</li> <li>• Make tasks a challenge</li> <li>• Be realistic and practical</li> <li>• Outline any critical guidelines, provide options, then back off and let them approach the task at their own pace and in their own way</li> <li>• Relax and have some fun</li> <li>• Back-off on long-range planning</li> </ul>



I call myself an Interpersonal Adventure Guide because I know that relationships are the foundation for personal and professional success—and sustaining them can be quite an adventure.

We know that over 85% of job success is based upon interpersonal “soft” skills. We also know that safety and trust, or “psychological safety,” is core to problem-solving, innovation, collaboration and communication.

I help teams, boards, business partners, school systems and companies build that sense of safety. We uncover the areas of silent dissension or unanimous agreement —and increase risk-taking to

open up a genuine dialogue. This leads to rigorous exploration of conflicting views for comprehensive problem-solving.

My clients regularly report greater self-awareness, employee engagement, team collaboration, innovation and creativity – along with a happier, more motivated workforce.

#### Clients Call Me to Facilitate the Following

- Jump start higher-performing teams
- Enhance team creativity and innovation
- Improve communication and collaboration
- Increase individual and team motivation
- Successfully integrate new leadership
- Increase productivity through employee engagement and investment
- Identify individual and team stress triggers and solutions
- Successfully navigate conflict and change
- Save money, make money
- Create Values Statements that drive business results
- Achieve individual, team and organizational potential

#### Who My Company Serves

CEOs, superintendents, administrators, teams, non-profit board of directors, business owners, HR professionals, new leaders and emerging leaders.

#### Our Tools and Assessments

I am certified in numerous tools and assessments to provide your team or organization a shared language to enhance success. We have pre-designed workshops or we will customize to meet your goals and objectives. Learning assessments include:

Teams and organizations don't change - people do. Let's explore ways for you to reboot, re-energize, and move forward. We serve the Greater Hartford, Boston and New York City area. E-mail me at: [deene@inspireleadershiptoday.com](mailto:deene@inspireleadershiptoday.com). Or visit my website at [www.inspireleadershiptoday.com](http://www.inspireleadershiptoday.com).