

IDENTITY FACTOR

EXAMPLES OF MOTIVATING IDENTITIES

Motivating Powerful Warriors

- Get them to switch on because of your enthusiasm and passion for a project/subject.
- Help them focus on empowering others to create solutions, not just fixing problems.
- Always tell them the truth and insist on it from them.
- Organize your thoughts so the Powerful Warrior can clearly see the big picture and vision
- help them assume their natural leadership position by assisting them with gathering the details they may be too impatient to track down or organize.
- Encourage Powerful Warriors to consider the impact of their actions before they act.
- Encourage them to listen carefully and fairly to other points of view.

Motivating Competent Seekers

- First and last, work on gaining trust by stating your position clearly, and present the potential problems before trying to enroll the Competent Seeker. Content is important, and they will need to thoroughly understand the plan to see how they can contribute competently before they are inclined to take any action.
- Friendliness is important, especially while Competent Seekers are asking their many questions. Any sign of impatience will make them feel unsafe. They need to feel that they can speak their minds. This will be especially important for Warriors and Successful Achievers to take note of.
- Make sure you relate to the Competent Seeker as a peer, even if you are the boss. They understand the hierarchy, and accept it, but do not want it rubbed in, as it will decrease their sense of personal power, and make them doubt themselves and you.
- Remember, Competent Seekers are loyal to a cause that will ensure security, and creates opportunities to contribute intelligence, hard work, perceptiveness, and competence.
- Ask for regular progress reports in person (if possible) to make sure the Competent Seeker is not overwhelmed and procrastinating. You may need to assign them help. They will not ask for it.

Motivating Successful Achievers

- A clear road to money, prestige, status: tangible evidence of success, which can be shown to others as proof of their self-worth. They may like being on a team, but only because it gives them people to compete with; they are true soloists and need opportunities to be the star, and receive the applause.
- Don't hold them back with slow periods. Figure out a way to make them feel they're still forging ahead. Absence of challenge is anathema, and it makes them irritable not to be working full out.

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- Define your idea of success so that the Successful Achiever can align with it. It doesn't matter what it is, as long as it's clear and looks achievable.
- Give them confident, enthusiastic leadership that fosters and rewards competition. Let them know they are valued even when things aren't going well: "It's just a slow period."
- Help them manage time. They need to relax occasionally, and recognize that not everyone wants to move at their pace. They can be major irritants to other identities by their aggressive impatience.

