

TEAM TALENT TRACKER

TEAM: _____ DATE: _____

| TEAM MEMBER | #1 TOP MOTIVATOR | #2 TOP MOTIVATOR | #6: LEAST INTERESTED IN | DISC STYLE |
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#1 & #2 TOP MOTIVATOR WANTS

Theoretical/ Knowledge
Learner, Intellectual. Wants: Facts, research, study & learning opportunities; to be a product expert and to identify truth

Individualistic/ Political
Power Player, Commanding. Wants: Power, renown, influence, recognition and to be free to make decisions

Traditional/ Regulatory
Process and Order Keeper, Principled. Wants: Traditions, defined rules, code, ethics and high moral standards. To enforce the rules/processes.

Utilitarian/ Economic
Business Person, Resourceful. Wants: Reduction in waste of time, money and resources. Practicality, money for security and results.

Aesthetic
Balance and Harmony Seeker, Harmonious. Flow. Wants: Balance, events for enjoyment, freedom to express, to work in peace. Work-life balance.

Social/ Altruistic
Service and Helping Others, Altruistic. Wants: To coach, champion and serve others. To eliminate pain. An organization committed to its people and clients.

MOTIVATORS: Gas In My Tank
 My Top #1 & #2 and #6 drive me to take action:
P = Passionate or Ext = Extreme (scored far above population scores, very strong driver and want)
#6 = What I really DON'T want
Ind = Indifferent Ext = Extreme (scored below population scores, very strong don't want)

HIGH STYLE / ADAPTING KEY

- D** Be prepared, be brief, be gone!
- I** Let them talk themselves to clarity.
- S** Start personal, provide assurances, check-in **often**.
- C** Use logic, give them time and **ALL** of the details.

DISC: How I Drive
 High Natural Style – Communication Style, What People Will See – Behavioral Style

#6 LEAST INTERESTED/MOTIVATED BY: DON'T WANT

Theoretical Too much info, theoretical discussions

Individualistic To work alone, high profile work

Traditional Rigid and unchangeable systems, routine

Utilitarian To be judged only on efficiency and ROI

Aesthetic Intangible activities, stopping to smell roses

Social Emotional Decisions, all rewarded equally

****NOT represented here, but important****
Under the Hood: Acumen/Personal Skills/ Thinking Habits...



WORKPLACE MOTIVATORS #1 & #2: ADDITIONAL INSIGHT

Provided By: Suzie Price, Priceless Professional Development

Theoretical/Knowledge – The Learner (FAMOUS PERSON: EINSTEIN)

Words That Work: I have a problem that I need you to help me solve. Here are the facts. Deeper meaning. Formulating theory. Identifying truth. Books. Understand. Smart. Wise. Expert-status.

Blind Spots: May put the pursuit of knowledge above their own health and safety. Practical matters can be neglected and ignored (home, family, money). May come across as a “know it all”.

Stressors: Inability to learn and build expert status. Emotional subjective experiences with no rational justification. Inability to discover truth, understanding or knowing around a topic.

Utilitarian/Economic – The Business Person (FAMOUS PERSON: RICHARD BRANSON)

Words That Work: Maximize resources. Eliminate waste. The return on investment is... Earnings. Interest. Profit. Wealth. Practical. Useful. The bottom line is... Achievement. Reward. Value. Productivity. Time management.

Blind Spots: May become a workaholic. Willing to give but may always want something in return.

Stressors: Wasted resources, time and material. Investments with inadequate or no return. Lack of efficiency.

Individualistic/Political – The Power Player (FAMOUS PERSON: JOHN F. KENNEDY)

Words That Work: This is the best. Leadership. Excel. Advance. Be #1. Power. Recognition. Distinctive. Outside the box. New ideas. Take control and be in charge. You have the authority. We need a front person.

Blind Spots: Positioning of self may be more important than others. Desire for power key focus and interest.

Stressors: Actual or perceived diminishing/loss of power. Inability to advance. Lack of respect for position and chain of command.

Aesthetic – Balance, Harmony & Sensitive Seeker (FAMOUS PERSON: WALT DISNEY)

Words That Work: Work life balance. Appreciation. Using descriptive words, phrases, simile and metaphor. Ask: How are you feeling? You'll have time to re-energize. Creativity. Beauty. Self help and personal development

Blind Spots: May function outside of reality and struggle with every day reality. Excessive striving for their perception of perfection and beauty.

Stressors: Chaos and disturbance around them. Lack of work/life balance and not enough quiet time or rest. Too much objective focus. Inability to express feelings.

Social/Altruistic – Service and Helping Others (FAMOUS PERSON: MOTHER TERESA)

Words That Work: We/I need your help. Listening to others, coaching help. Volunteer. Making the world a better place. Contribute. Giving. People. Humanity. Service. Serve. Charity. Soothing and comforting others.

Blind Spots: May create lose/win relationships, focusing only on the benefit to others. Overzealousness for a cause may lead to harmful behavior to self/others.

Stressors: Too much emphasis on bottom-line results. Decisions and actions that are insensitive to people. People who are hurting or in pain in any way.

Traditional/Regulatory – The Process and Order Keeper (FAMOUS PERSON: JUDGE JUDY)

Words That Work: Standards. Structure. Routine. Tradition. Protocol. Discipline. Tell me about your beliefs. Tell me about the rules. Help us stay in line. Follow your conscience. Sacrifice. History tells us...

Blind Spots: Sacrifice self for beliefs, willing “to die” for them. Closed minded and judgmental toward other viewpoints, being too rigid.

Stressors: Close mindedness by others. Lack of directions, order, structure. Opposition to their beliefs.