

Motivation profiles

Questions to elicit someone's motivation profile are useful in a whole range of situations:

- Job interviews
- Sales visits
- Disciplinary meetings
- Relationships
- The list is long ...

However, remember, you are often not looking for the answer to the question you are asking 'per se' you are usually looking for the words accompanying the answer! Remember too, there is no right and wrong to these questions, or the answers...thankfully, we are all wired differently!

Motivation profile questions

There are a range of questions and a more full and complete explanation can be found on the website of a lovely Canadian Lady called Shelle Rose Charvet:

<https://www.successtrategies.com>

Proactive / reactive

There is no question for proactive or reactive, however:

- Proactive people use words like: action, do it and use short, sharp crisp sentences
- Reactive people use words like: try, consider, think about it and are more thoughtful and considered in their responses

Criteria

Criteria is about how you judge things so the question is:

- What do you want in your (subject)? (e.g. work, holiday, car, relationship etc)

You will then be given the answer so listen out for it

Direction of motivation: Toward or Away From

In order to establish whether, in relation to the subject, (e.g. work, holiday, car, relationship etc) someone is motivated toward or away from it, the question to ask is:

- What's important to you in a (subject)? (e.g. work, holiday, car, relationship etc)
- Toward motivation people are likely to use words like; gain, attain, get and archive
- Away from motivation people are likely to use words like; avoid, exclude, evade, skirt

Source of motivation: Internal or External

If you are looking to establish if someone is internally or externally motivated, as understanding this will have a massive effect how you best manage them, ask the question:

- How do you know you have done a good job?

Internally motivated people will give an answer which indicates they know within themselves “I just know” or “my standards have always been higher than others”. Whereas, externally motivated people will say things like “my boss or my customers tell me”, or “my findings were published in this or that report”. These reference points are “external” to them. People with an external frame of reference will want much more stroking than internally referenced people.

Also, if you tell an internally referenced person that they have done a good job and they “know” it is not up to their usual standard; they will think very poorly of you!

Reason from motivation: Options or Procedures

The question to ask to establish this is:

- Why did you choose (subject)? (e.g. work, holiday, car, relationship etc)
- Options people will talk about criteria, choice, possibilities and variety
- Procedures people will give you a story, talk about how the subject arose and perhaps even suggest they did not choose

Motivation Orientation: Big Picture or Detail

The question to ask to establish orientation is:

- If we were to do a project together would you like to know the big picture first or the detail?

People will usually just give you a short answer, however, it is also useful to ask a supplementary / opposite question:

- If the answer was big picture - Would you need to know the detail?
- If the answer was detail - Would you need to know the big picture?

Knowing the answer to this question allows you to know exactly how to present information to people; if they are a big picture person do not present them with lots of detail! They'll be very demotivated as they don't think that way!

Person or Thing

This is a bit like being motivated by tasks or people. The question to ask is:

- What did you like about (subject)?
- People people will talk about people, feelings and reactions
- Thing people will talk about tasks, tools and ideas

Finally

For more information on how we could help you apply these ideas to your business processes call us on 0208 460 3345 or buy Shelle Rose Charvet's excellent book “Words that Change Minds” or go to her website at: <https://www.successtrategies.com>