

# DRIVERS FEEDBACK

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# Introduction This Assessment

Drivers is a measure of personal work values, drivers, and motivations. It considers the aspects of work that are more likely to motivate individuals. It focuses on the eight areas of organisational culture and work motivation identified by Edgar Schein in addition to financial compensation. These areas are detailed below.

#### Opportunity

The freedom to seek opportunities, take risks and push boundaries.

#### **Security**

The need for stability, continuity and job security.

#### **Purpose**

The need to use one's talents to help others and make a difference.

#### **Compensation**

The need to be well-paid and have significant financial rewards.

#### **Technical Achievement**

The need to obtain a feeling of technical accomplishment and work to the best of one's technical abilities.

#### **This Report**

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The purpose of this report is to give information about the aspects of work that are most likely to motivate or demotivate you at work. The report identifies your top drivers and provides self-reflection questions to help you explore your work drivers and the types of environments, roles, and incentives that are most likely to motivate you.

The contents of this report can be used to help improve your engagement, job satisfaction, and performance. This can be facilitated by considering the motivational characteristics of the environment or role in relation to your drivers. Once this is understood, changes to the role or environment can be considered to align more closely to your drivers. It can also be used to support your career decisions if you are looking for a change.

It is unlikely that any job role will perfectly match a person's drivers and motivating factors, but engagement, satisfaction, and performance can be maximised by seeking the greatest correspondence possible. While developmental changes may be required, these can be implemented incrementally, where step changes are not possible for pragmatic reasons.



#### Stimulation

The need for stimulation, challenge and variety in one's work.

#### **Autonomy**

The freedom and discretion to schedule one's work and how the work is carried out.

#### **Authority**

The need for power and control over others 'to give directions and instructions to others'.

#### Work-Life Balance

The need to seek fulfilment in one's personal activities outside of work.

### <sup>·······</sup> Results in Detail

Autonomy

Stimulation

Opportunity

Security

This section provides detailed descriptions of your results for all drivers' scales.



Drivers are described below in terms of their relative importance to you.

- Autonomy is a fairly strong driver for you.
- You may want to have some freedom to define what you work on and how that work is carried out.
- Your need for autonomy in your work may include the desire to work independently of others.
- Given the strength of this driver, you may become demotivated by roles that do not offer a fair degree of autonomy.



- Having stimulating work is not likely to be a strong driver for you.
- You may not be strongly motivated by working on a variety of exciting, complex and challenging tasks.



- Being able to pursue opportunities in your work is not likely to drive you.
- You are not likely to be motivated by having the freedom to take risks, innovate, push boundaries, and drive your own success.



- Security is a fairly important driver for you.
- You may need variety and change in your work.
- Your need for security and stability may include the desire to have career and financial stability. It may also include the desire to work in a safe and stress-free environment.
- Given the strength of this driver, you may become demotivated by uncertainty, volatility or working in roles that lack job security.





#### Description

Drivers are described below in terms of their relative importance to you.

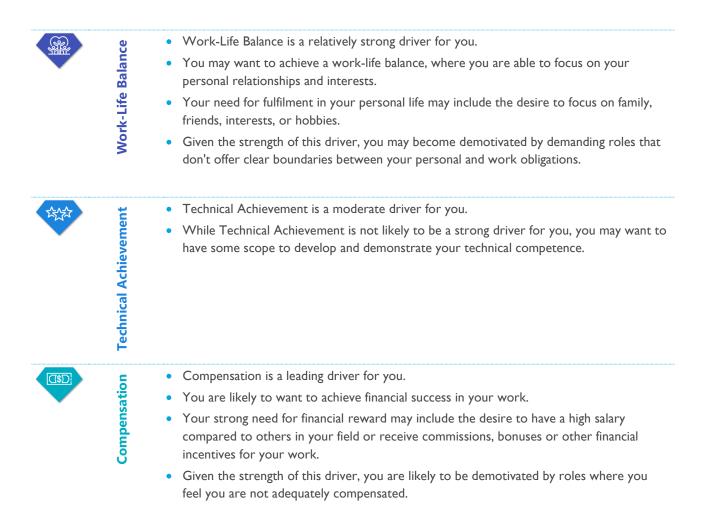
- Service is not likely to be a strong driver for you.
- You may not be strongly motivated by making a positive impact or achieving something of value through your work.



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Authority

- Achieving a position of power and authority is not likely to be a strong driver for you.
- You may not be strongly motivated by leading others, influencing them, or making important decisions.



## Top Drivers

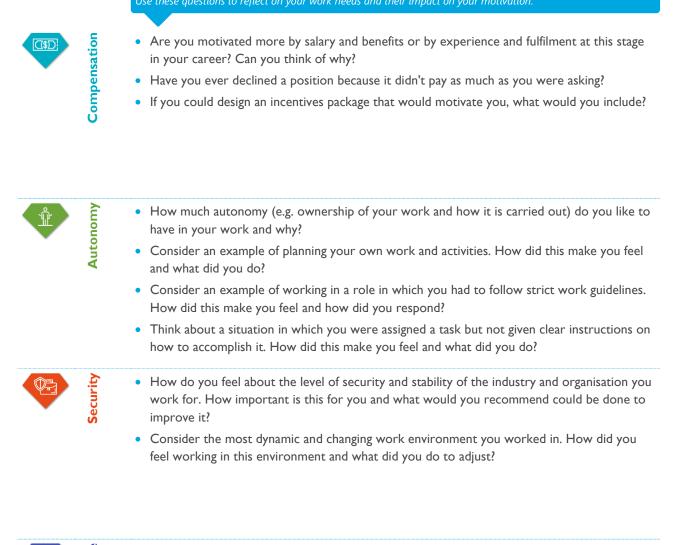
Use the following points to help design work and work incentives that cater to your drivers.

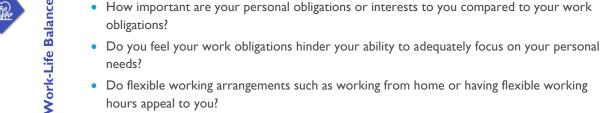
Compensation	<ul> <li>Drivers</li> <li>Things that are most likely to motivate you.</li> <li>Having a high salary compared to others in his field.</li> <li>Receiving commissions, bonuses or other financial incentives or benefits for his work.</li> </ul>	<ul> <li>Blockers</li> <li>Things that may demotivate you.</li> <li>Being paid less than others in his field.</li> <li>Working for an organisation that does not pay well.</li> <li>Not being offered financial incentives or bonuses for his work.</li> </ul>
Autonomy	<ul> <li>Having the freedom to define his own work goals and targets.</li> <li>Having the freedom to determine what he works on and how he works on it.</li> <li>Having the freedom to set his own work schedules.</li> </ul>	<ul> <li>Having limited flexibility to set his work goals and plans.</li> <li>Having little say in what he does and he does it.</li> </ul>
Security	<ul> <li>Having job security and stable employment.</li> <li>Working in a safe and stress-free environment.</li> <li>Working in a stable industry, organisation, or environment.</li> </ul>	<ul> <li>Having to face uncertainty.</li> <li>Working in a volatile industry, organisation, or environment.</li> <li>Working in an unsafe environment.</li> <li>Not having employment or financial stability.</li> </ul>
Work-Life Balance	<ul> <li>Having clear boundaries between his personal and work obligations.</li> <li>Being able to prioritise his personal relationships and interests.</li> <li>Being able to focus on family, friends, interests, or hobbies.</li> </ul>	<ul> <li>Having work obligations consume his life.</li> <li>Being unable to switch work off at the end of the day.</li> <li>Being unable to focus on or support his personal relationships, interests, or hobbies.</li> </ul>

**Self-Reflection Questions** 



Use the questions provided in this section as a guide for self-reflection as to what aspects of work you are motivated by.





- How often do you make personal sacrifices for your work or your organisation? What did you sacrifice how did this make you feel?
- What would you look for in role that was able to deliver a good work-life balance for you?

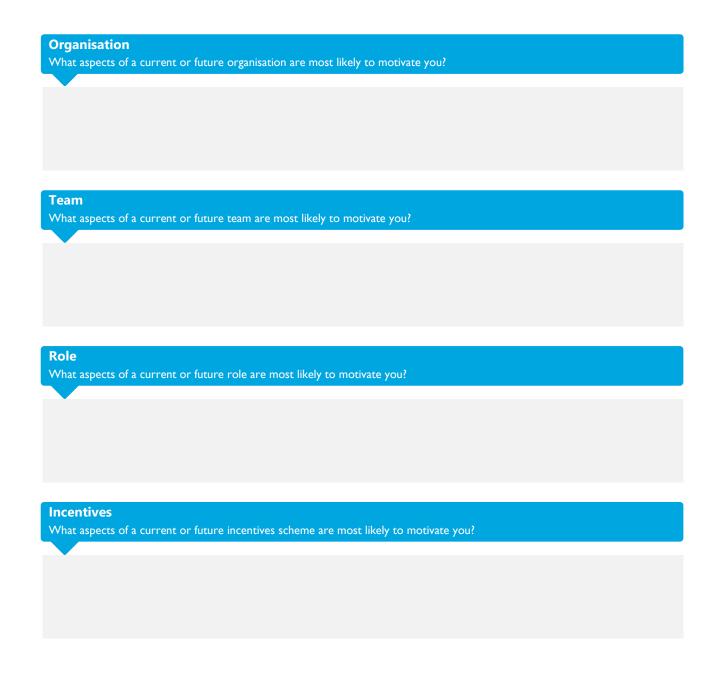
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## <sup>········</sup> Development Plan

Understanding the aspects of work that drive you can help identify the following aspects of work:

- the organisations you are most likely to want to work for,
- the teams you are likely to want to work with,
- the activities you are likely to enjoy, and
- the incentives that you are likely to be driven by.

Use your top drivers to list the aspects of work that are most likely to drive you. This list can be used to identify the types of environments or roles you are likely to thrive in, or they could be used to change the structure of your work or incentives to be better aligned with your drivers.



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