MOTIVEX

Team Member Insights

Report for: Jessica Sample
Company: World Industries
Assessment Date: June 5, 2025

Motivation Decoded

Copyright © 2024 MotiveX. All Rights Reserved
www.motivex.ai

Welcome to Your Motivation Insights



Thank you for investing time in your motivation insights and taking steps to create a work environment that drives your engagement, productivity and overall fulfillment.

The MotiveX Motivation Assessment analyzes what drives employee motivation, identifying how well employees' ideal motivators align with their current workplace experiences. It highlights areas of motivational gaps or overloads, offering actionable insights and recommendations for enhanced alignment.

Introduction

Understanding your motivation is essential for fostering engagement and productivity. Aligning the current workplace experience with highly desired motivators is proven to boost performance, improve retention, and strengthen your engagement.

Understanding the 5-Point Likert Scale

This report uses a 5-point Likert scale to measure two motivational states:

- **Ideal Motivation Level**: How much an employee ideally wants a specific motivator (e.g., Recognition, Collaboration) in their work environment.
- **Current Motivation Level**: The extent to which an employee perceives this motivator to exist in their current work environment.

Each motivator is rated on a scale of 1 to 5 (1 = Very Low, 5 = Very High).

Interpreting Motivational Alignment, Gap, or Overload

With this report, you gain a clear view of the level of your motivational alignment, enabling you to make decisions that enhance both individual engagement and team performance.

- **Motivation Alignment:** When Ideal and Current ratings are similar (e.g., Ideal = 4, Current = 4), the employee’s motivational needs are well met.
- **Motivation Gap**: When Ideal is higher than Current (e.g., Ideal = 5, Current = 3), the employee desires more of this motivator, which signaling potential disengagement. You may or may not have gaps present in your report based on how you responded to the questions.
- **Motivation Overload:** When Current Motivation levels exceeds Ideal Motivation Levels (e.g., Ideal = 3, Current = 5), the employee is experiencing more of this motivator than they desire, which can lead to stress and/or burnout. You may or may not have overload present in your report based on how you responded to the questions.

Copyright © 2024 MotiveX. All Rights Reserved

Introduction to The MotiveX Motivators



Altruism: The drive to assist and uplift others within the workplace.

- **Key Behaviors**: Mentoring, supporting colleagues, contributing to team success, and enhancing group morale.
- **Ideal Environment**: Collaborative teams where helping others is encouraged and valued.



Autonomy: The need for self-direction and independence in work.

- **Key Behaviors**: Setting personal goals, choosing methods for task completion, and thriving in less restrictive work environments.
- **Ideal Environment**: Flexible settings that empower individual choice and limit unnecessary oversight.



Collaboration: The motivation to work cohesively with others toward shared goals.

- **Key Behaviors**: Engaging in teamwork, fostering strong relationships, and participating actively in group problem-solving.
- **Ideal Environment**: Team-oriented workplaces where cooperation and relationship-building are prioritized.



Influence: The desire to impact organizational decisions meaningfully.

- **Key Behaviors**: Participating in decision-making, shaping policies, and engaging in strategic discussions.
- **Ideal Environment**: Inclusive workplaces where employee voices are valued, and input is solicited.



Innovation: The drive to create, experiment, and bring new ideas to life.

- **Key Behaviors**: Proposing creative solutions, experimenting with new methods, and valuing imagination in work tasks.
- **Ideal Environment**: Innovative workplaces that support risk-taking and encourage the exploration of new ideas.



Learning: The motivation to continuously acquire new skills and knowledge.

- **Key Behaviors**: Seeking growth opportunities, engaging in training, and pursuing skill advancement.
- **Ideal Environment**: Learning-focused settings that offer training programs, mentorship, and room for professional development.



Ownership: The drive to take responsibility and ensure project completion.

- **Key Behaviors**: Taking initiative, assuming responsibility, and valuing projects from start to finish.
- **Ideal Environment**: Environments where employees are given accountability and can oversee projects entirely.



Purpose: The motivation to align one's work with personal & organizational values.

- **Key Behaviors**: Connecting daily tasks to a broader mission, staying committed to organizational goals, and deriving meaning from work.
- **Ideal Environment**: Purpose-driven organizations where employees can see the impact of their contributions.



Rationality: The motivation for decision-making grounded in logic and evidence.

- **Key Behaviors**: Using data for problem-solving, preferring analytical approaches, and valuing factual, rather than emotional, reasoning.
- **Ideal Environment**: Structured settings where clear data and objective decision-making are emphasized.



Recognition: The need for acknowledgment and appreciation for contributions.

- **Key Behaviors**: Celebrating achievements, valuing regular feedback, and seeking or giving validation for good work.
- **Ideal Environment**: Recognition-oriented environments that celebrate accomplishments and consistently value employee contributions.

Copyright © 2024 MotiveX. All Rights Reserved

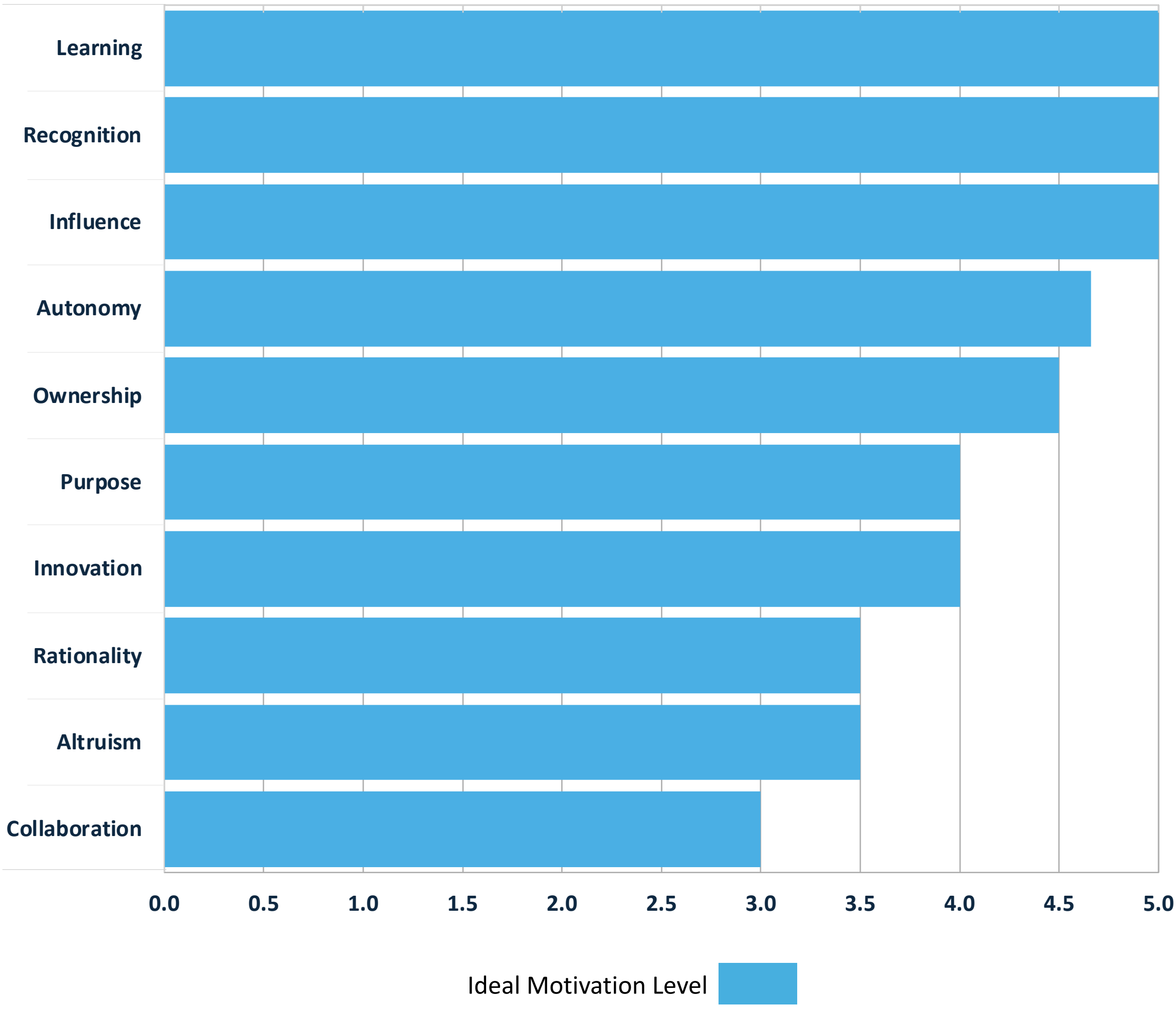
Understanding Your Ideal Motivation

Your Ideal Motivation chart below reveals the ten MotiveX motivational drivers ranked in order of how much each one matters to you in your ideal or desired work environment.

Each motivational driver is rated on a Likert scale from 1 to 5:

- 1 = motivator has no importance in your ideal work environment and could serve as a detractor.
- 2 = motivator has minor importance in your ideal work environment
- 3 = motivator has moderate importance in your ideal work environment
- 4 = motivator has importance in your ideal work environment..
- 5 = motivator has high importance and plays a major role in keeping you engaged and fulfilled.

This chart reflects what drives you most at work. The higher the motivator is on the list, the more it likely influences your sense of fulfillment and commitment in your role. Understanding your top motivators will help you align with your needs, make the most of development opportunities, and shape a career path that feels rewarding and meaningful.



Copyright © 2024 MotiveX. All Rights Reserved

Understanding Your Motivation Insights

The chart below provides insight into how well your current work environment aligns with your ideal motivators. It's organized into three areas and sorted by the degree of the gap, alignment and/or overload:

Alignment:

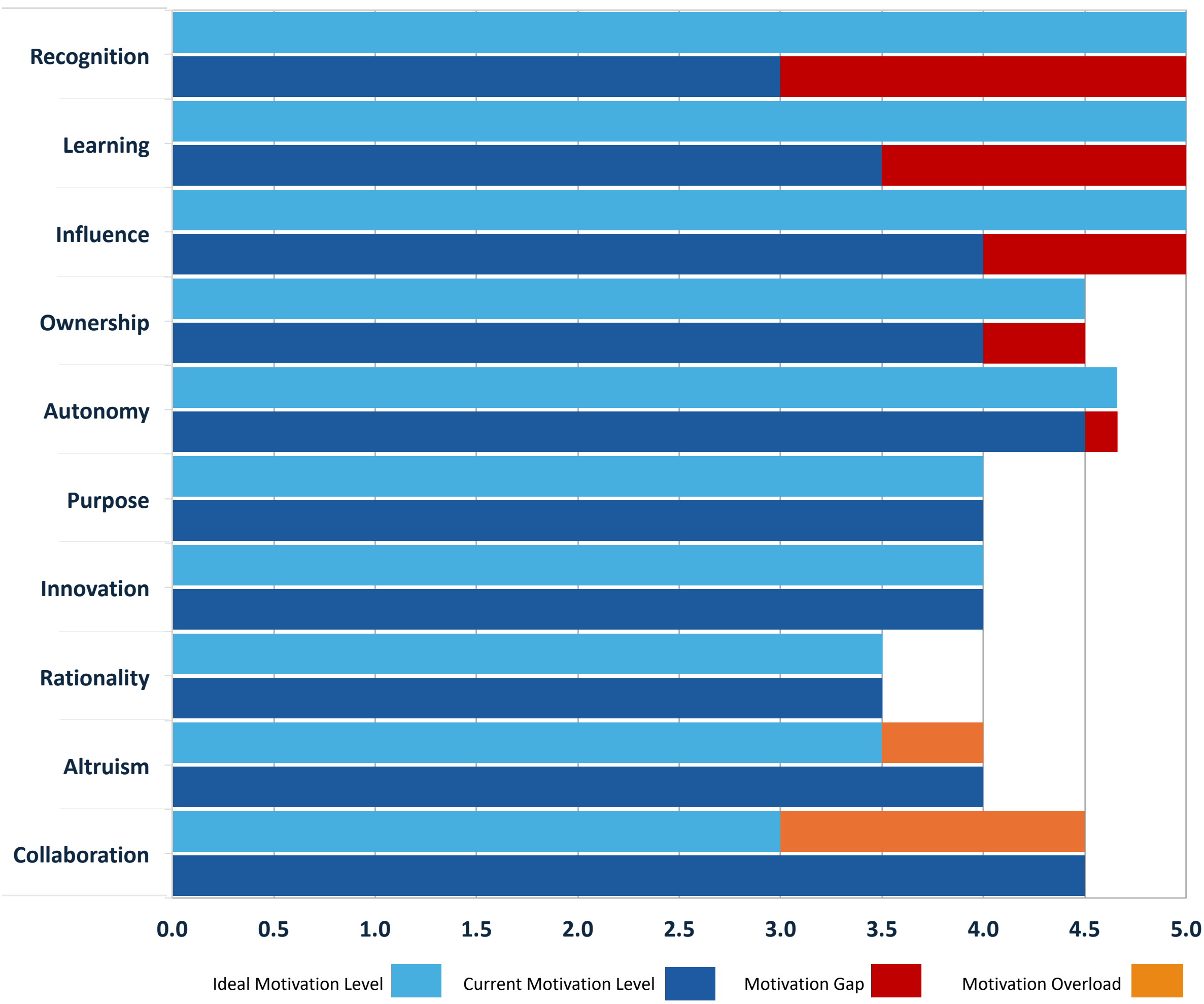
- Shows where your current work environment meets your ideal motivational level.
- This indicates your needs are well supported, helping you stay engaged in their role.

Motivational Gap:

- Highlights areas where there's less motivation than desired. A gap exists between what you ideally want and what you're currently experiencing.
- These gaps indicate where more support or resources will enhance your motivation.

Motivational Overload:

- Indicates you are experiencing more of a motivator than desired, which can lead to stress or burnout.
- The overload indicates where less emphasis on the motivator will enhance your motivation.



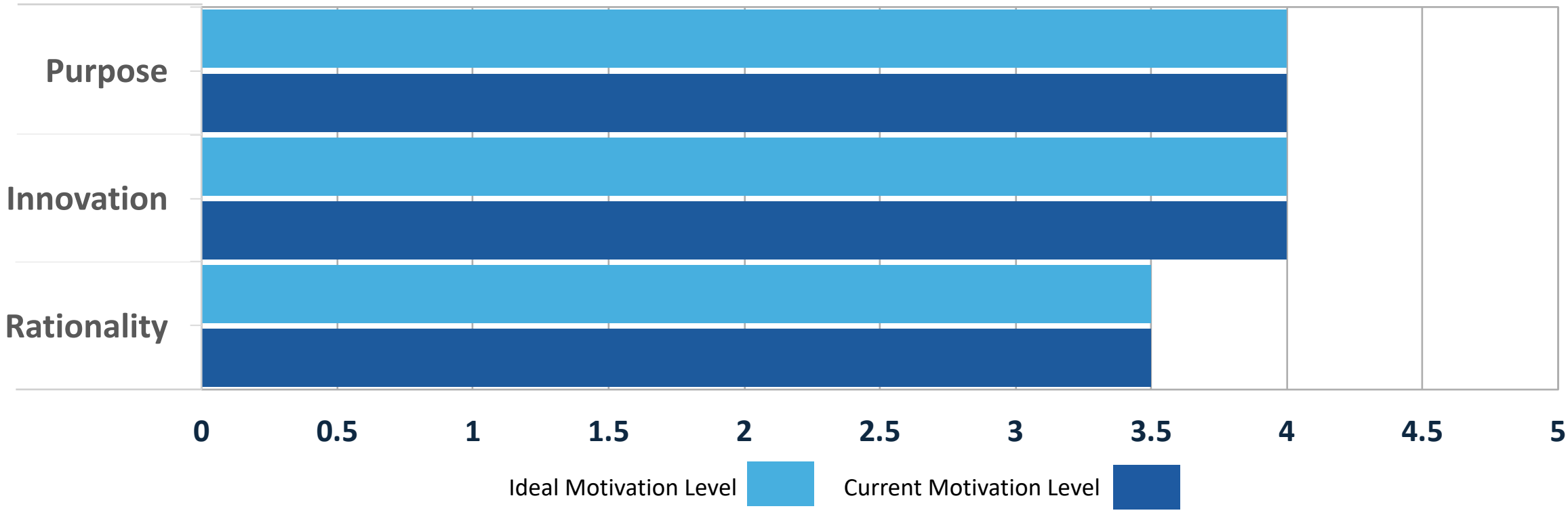
Copyright © 2024 MotiveX. All Rights Reserved

Understanding Your Motivational Alignment

The chart below provides insight into how well your current work environment aligns with your ideal motivators.

Alignment:

- Shows where your current work environment meets your ideal motivational level.
- Indicates your needs are well supported, helping you stay engaged in your role.



Maintain Alignment

Maintaining alignment with your motivators requires self-awareness, intentional action, and a supportive environment. Here are practical strategies to stay connected to your motivators with your manager and remain aligned over time, without risking gaps (lack of motivation) or overload (burnout):

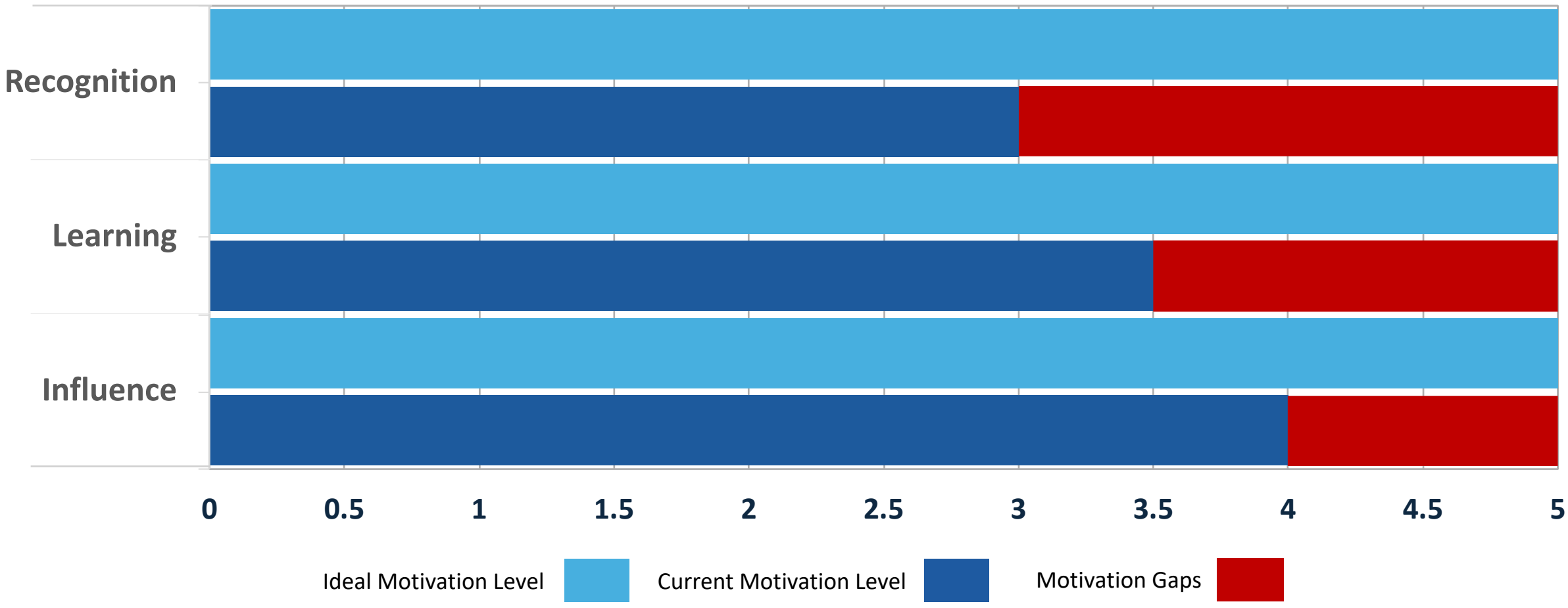
- **Regular self-reflection and goal setting:** Motivators can evolve as personal and professional circumstances change. Regular reflection ensures alignment with current priorities.
  - Set aside time (monthly or quarterly) to review your core values, interests, and career goals.
  - Ask yourself questions like, "What energizes me at work?" and "Am I focusing on tasks that align with my strengths and passions?"
  - Adjust your goals to reflect these insights, ensuring they are meaningful and achievable.
- **Build a supportive work environment:** A positive environment reinforces intrinsic motivators and reduces external stressors that can misalign priorities.
  - Cultivate relationships with colleagues and mentors who inspire and support you.
  - Create boundaries to protect your time and energy for tasks that align with your values.
  - Provide and seek feedback to ensure your work remains impactful and meaningful.
- **Intentionally seek opportunities for growth and alignment:** Continuous learning and alignment with roles that match your motivators keep work engaging and fulfilling.
  - Advocate for projects, tasks, or responsibilities that excite you and align with your intrinsic motivators.
  - Look for development opportunities, such as training programs or mentorship, to support personal and professional growth.
  - Regularly communicate with your manager about your career aspirations and how your current role can support them.

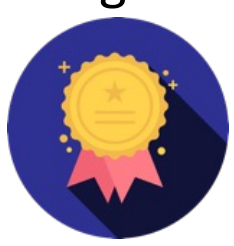
Copyright © 2024 MotiveX. All Rights Reserved

Your Top Motivation Gaps

The chart below shows a comparison between what motivates you in your ideal work environment (represented by **light blue**) and what you perceive exists in your current work environment (represented by **dark blue**). The Motivation Gaps (represented by **red**) reveal the extent of the motivational misalignment you are experiencing.

We encourage you to monitor <u>all</u> gaps that exist with a primary focus on the top gaps noted below.



Driver	Impact
Recognition 	Lack of acknowledgment, making it harder to see personal impact.
Learning 	Lack of new challenges, making growth and skill development more difficult.
Influence 	Feeling undervalued and unheard, affecting confidence in contributions.

Copyright © 2024 MotiveX. All Rights Reserved

Top Motivation Gaps – Activation Recommendations

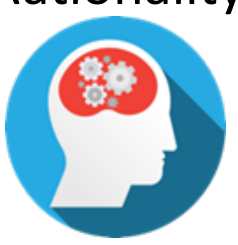
The activation recommendations below contain the top three actions you can take to reduce the gap. Review the suggestions below to generate ideas that are relevant to your role, organization and needs and formalize goals to reduce the gaps.

Gap	Employee Recommendations
Recognition 	• **Openly seek feedback.** Have open discussions with your manager to understand how recognition is given in your organization and identify areas where your contributions may be overlooked or need to be adjusted. Ask for actionable feedback on improving visibility**.** • **Take initiative and volunteer for new challenges.** Seek out opportunities to take on new responsibilities, volunteer for cross-functional projects, or lead initiatives where you can add value and make it easier for managers and peers to recognize your contributions. • **Communicate achievements effectively.** Don't be afraid to share your successes with your manager or team, especially when they have a significant impact. Frame your accomplishments in terms of how they contribute to the team or company's goals.
Learning 	• **Evaluate your learning style and set clear goals:** Reflect on how you learn best—hands-on experience, visuals, or collaboration—and identify projects where you gained the most knowledge. Analyze what made those experiences impactful and set actionable goals aligned with your learning preferences. This ensures a purposeful, engaging approach to maximizing your growth. • **Incorporate learning into daily activities and ask for feedback:** Integrate learning into daily tasks and seek feedback. Identify growth areas, discuss options with your manager, and pursue assignments that align with your goals. Create a plan with check-ins to track progress, apply new knowledge, and adjust based on feedback. • **Expand your learning across functions:** Seek opportunities to expand your learning by connecting with individuals who create supportive, growth-oriented groups. Collaborate with those who value sharing experiences and exploring diverse perspectives to enhance your knowledge and skills and deepen your understanding of how various functions work together to drive organizational success.
Influence 	• **Master trust building skills.** Develop strong relationships by building trust and rapport with colleagues, leaders, and key stakeholders to establish a network of support and expand influence. • **Build collaborative value and give recognition.** Understand the needs and objectives of your audience and determine how you can assist in reaching those goals to help others see the value and collaborative nature of your work. Seek ways to acknowledge and celebrate the accomplishments of others. • **Discover your voice.** Look for opportunities to drive or influence change by volunteering for projects, offering solutions, taking the lead, or promoting initiatives.

Copyright © 2024 MotiveX. All Rights Reserved

Driver	Employee Activation Recommendations: MOTIVATION GAPS
Altruism 	• **Initiate Support to Others:** Proactively seek ways you can offer to help colleagues with tasks or offer to train others on a new topic in your area of expertise. Review opportunities with your manager within and/or outside of the team to mentor others more formally and engage in community/ volunteer events. • **Engage in Team Collaboration:** Explore and agree with your manager on possible group projects or cross-functional tasks you can contribute. • **Recognize and encourage your peers:** Make a daily or weekly goal to actively acknowledge coworkers' efforts and successes, fostering a positive and supportive work environment.
Autonomy 	• **Prepare to take on greater responsibility:** Identify, build upon and refine skills that enable you to broaden your role. Progressively take on tasks that involve decision-making and independently managing outcomes. • **Demonstrate reliability:** Build trust by consistently delivering high-quality work on time, showing your ability to handle greater autonomy effectively, without losing focus on goals and team member relationships. • **Establish clear personal goals for self-directed tasks:** Define specific, measurable, and achievable objectives to guide your independent efforts. Align these goals with broader priorities to ensure they contribute meaningfully while building confidence in your ability to manage tasks autonomously.
Collaboration 	• **Proactively engage with colleagues to build stronger relationships:** Initiate conversations, share updates, and seek input from teammates on projects to foster stronger connections and collaborative efforts. • **Encourage or organize team activities:** Identify missed opportunities to collaborate on team projects and proactively suggest or organize activities such as brainstorming sessions or facilitate team-building events. • **Make giving and receiving feedback a habit:** Regularly and actively seek and share constructive feedback with your colleagues and manager to enhance collaboration and improve team dynamics.
Influence 	• **Master trust building skills:** Develop strong relationships by building trust and rapport with colleagues, leaders, and key stakeholders to establish a network of support and expand influence through collaboration and respect. • **Build collaborative value and give recognition:** Understand the needs and objectives of your audience and determine how you can assist in reaching those goals. Help others see the value and collaborative nature of your work. Acknowledge and celebrate the accomplishments of others and always give credit to those who helped you achieve your success. • **Discover your voice:** Look for opportunities to drive or influence change by volunteering for projects, offering solutions, taking the lead, or promoting initiatives. These actions will help you build a strong personal brand and reputation.
Innovation 	• **Experiment and take calculated risks:** Start small by suggesting creative ideas for applicable solutions for current challenges, test new approaches or suggest pilot projects that can positively impact your team or clients. Taking measured risks and learning from both successes and failures can build confidence in innovation. • **Get inspired and inspire others:** Engage with colleagues across teams to generate or share new ideas. Diverse perspectives can inspire innovative solutions, and collaborative brainstorming can help overcome creative blocks. • **Exercise curiosity and continuous learning:** Stay current on and research industry trends, new technologies, and best practices applicable to your work. Experiment with new methods/tools, attend workshops, read, and engage in learning opportunities to broaden knowledge and stimulate creative thinking.

Copyright © 2024 MotiveX. All Rights Reserved

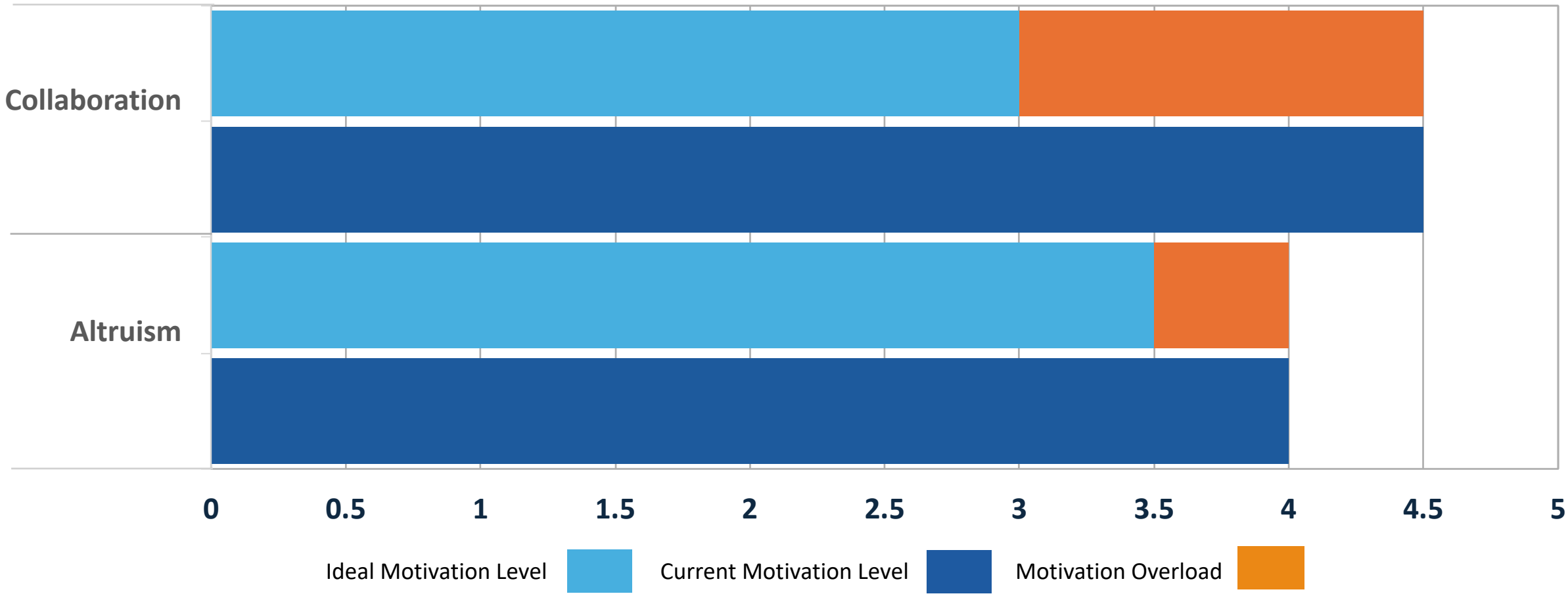
Driver	Employee Activation Recommendations: MOTIVATION GAPS
Learning 	• **Evaluate your learning style and set clear goals:** Reflect on how you learn best—hands-on experience, visuals, or collaboration—and identify projects where you gained the most knowledge. Analyze what made those experiences impactful and set actionable goals aligned with your learning preferences. This ensures a purposeful, engaging approach to maximizing your growth. • **Incorporate learning into daily activities and ask for feedback:** Integrate learning into daily tasks and seek feedback. Identify growth areas, discuss options with your manager, and pursue assignments that align with your goals. Create a plan with check-ins to track progress, apply new knowledge, and adjust based on feedback. • **Expand your learning across functions:** Seek opportunities to expand your learning by connecting with individuals who create supportive, growth-oriented groups. Collaborate with those who value sharing experiences and exploring diverse perspectives to enhance your knowledge and skills and deepen your understanding of how various functions work together to drive organizational success.
Ownership 	• **Gain clarity on project workflows:** Ask questions to understand each step from start to finish. This helps identify key actions, dependencies, and enables more effective contributions to the project's overall success. • **Seek opportunities to engage in full-scope projects:** Cover all stages from planning to evaluation. This hands-on experience provides a comprehensive understanding, helping you develop diverse skills and appreciate each phase's contribution to success. • **Align your tasks with the team's objectives and the company's mission:** Ensure your efforts contribute to the organization's vision and long-term success, enhancing the impact and purpose of your work.
Purpose 	• **Align your work with the organization's mission:** Understand how your role supports the company's mission by discussing with your manager. Align your tasks with organizational goals to enhance your impact, feel connected to the bigger picture, and foster a stronger sense of purpose. • **Seek meaningful challenges at work:** Proactively take on projects that align with your values and career goals. These challenges help you grow professionally, boost motivation, and open opportunities for new skills and personal development, enhancing your impact. • **Build relationships and collaborate:** Engage with colleagues and leaders to understand the organization's values, culture and goals. By forming connections and aligning through values, you strengthen your sense of belonging and purpose, making your work more meaningful and impactful.
Rationality 	• **Seek clarification on company vision & goals:** Engage with managers to understand the company's vision/objectives, decision-making processes, and how they align with the mission. This helps grasp the logic behind key organizational priorities. • **Observe decision-making patterns:** Pay attention to how decisions are made in the company, including resource allocation and priority setting, to better understand the rationale behind actions and how they align with company goals. • **Participate in open discussions:** Engage in transparent dialogues with colleagues and managers to receive feedback on your work and gain insights into the reasoning behind key strategies and decisions.
Recognition 	• **Openly seek feedback:** Have open discussions with your manager to understand how recognition is given in your organization and identify areas where your contributions may be overlooked or need to be adjusted. Ask for actionable feedback on improving visibility. • **Take initiative:** Seek opportunities for new responsibilities and cross-functional projects. Proactively add value and step up to demonstrate leadership and increase visibility. • **Communicate achievements effectively to increase visibility:** Share successes that contribute to team or company goals. Frame accomplishments in terms of their impact to ensure recognition of your value.

Copyright © 2024 MotiveX. All Rights Reserved

Top Motivation Overload(s)

The bar chart below shows a comparison between what motivates you in your ideal work environment (represented by **light blue**) and what you perceive exists in your current work environment (represented by **dark blue**). The Motivation Overload (represented by **orange**) reveals the extent of motivation overload you are experiencing.

We encourage you to monitor <u>all</u> overloads with a primary focus on the top overloads noted below.



Driver	Impact
Collaboration 	Frequent group interactions may reduce focus time.
Altruism 	Continuous focus on helping others may lead to exhaustion.

Copyright © 2024 MotiveX. All Rights Reserved

Top Motivation Overloads – Activation Recommendations

The activation recommendations below contain the top actions you can take to reduce motivation overload. Review the suggestions below to generate ideas that are relevant to your role, organization and needs and formalize goals to reduce the overloads.

Overload	Employee Recommendations
Collaboration 	• **Set boundaries for team involvement:** Be proactive in defining the amount of collaborative work you are comfortable with and communicate when your productivity is impacted, and you need time for individual tasks. • **Seek independent work opportunities:** Balance team projects or meeting participation with individual tasks that allow for deeper focus, personal productivity and add value to your role. • **Advocate for focused collaboration when needed:** Ask for smaller, more structured team projects or meetings to reduce the complexity and frequency of group interactions when they impact the quality or volume of your work.
Altruism 	• **Set clear boundaries and prioritize your own work first:** Assess how much time you can offer to help others to avoid fatigue, or burnout. Partner with your manager to identify and prioritize assisting in ways that share tasks appropriately that fall outside your agreed priorities. • **Build relationships & seek mutual support:** Focus on building relationships where helping each other is mutual and balances each other's needs at any given time. • **Schedule designated time for your well-being:** Make your well-being a priority by intentionally carving out specific time in your schedule for activities that promote physical, mental, and emotional health. Treat this time as non-negotiable, just like any other important work commitment or meeting.

Copyright © 2024 MotiveX. All Rights Reserved

Driver	Employee Activation Recommendations: MOTIVATION OVERLOAD
Altruism 	• **Set clear boundaries and prioritize your own work first:** Assess how much time you can offer to help others to avoid fatigue, or burnout. Partner with your manager to identify and prioritize assisting in ways that share tasks appropriately that fall outside your agreed priorities. • **Build relationships & seek mutual support:** Focus on building relationships where helping each other is mutual and balances each other's needs at any given time. • **Schedule designated time for your well-being:** Make your well-being a priority by intentionally carving out specific time in your schedule for activities that promote physical, mental, and emotional health. Treat this time as non-negotiable, just like any other important work commitment or meeting.
Autonomy 	• **Prioritize tasks with clear expectations:** Focus on tasks where autonomy is manageable and avoid taking on too many ambiguous projects that require constant self-direction. • **Collaborate with others to avoid feeling disconnected:** Engage colleagues or team members for input and support to share responsibility and reduce the pressure of independence or disconnect. • **Seek guidance and clarity when needed:** Request guidance or clarify expectations from your manager to reduce the stress of making all decisions independently.
Collaboration 	• **Set boundaries for team involvement:** Be proactive in defining the amount of collaborative work you are comfortable with and communicate when your productivity is impacted, and you need time for individual tasks. • **Seek independent work opportunities:** Balance team projects or meeting participation with individual tasks that allow for deeper focus, personal productivity and add value to your role. • **Advocate for focused collaboration when needed:** Ask for smaller, more structured team projects or meetings to reduce the complexity and frequency of group interactions when they impact the quality or volume of your work.
Influence 	• **Focus on key areas of impact:** Choose specific projects or decisions where your input will be most valuable, rather than spreading yourself thin across multiple areas and confirm your areas of focus with your manager to ensure alignment. • **Share influence with peers:** Discuss with your manager ways you can collaborate with colleagues to distribute level appropriate or leadership responsibilities, creating a more balanced and manageable workload. • **Influence as a win skill for the team:** Choose specific projects or decisions where you can model and mentor how you influence. Influence is a complex and empowering drive and skill, and it can propel the team to create higher value for the organization.
Innovation 	• **Focus on key innovation projects:** Narrow down to a few key projects or ideas that align with your strengths and organization goals, avoiding too many competing innovation initiatives. • **Seek innovative support and collaboration:** Engage with teammates, leaders or mentors to brainstorm and collaborate, sharing the load of idea generation and reducing the pressure to constantly innovate alone. • **Set aside time for creative thinking/projects:** Allocate specific time for brainstorming and innovation, while ensuring time for routine tasks. Carve out downtime to maintain creativity, avoid burnout and prevent feeling overwhelmed.

Copyright © 2024 MotiveX. All Rights Reserved

Driver	Employee Activation Recommendations: MOTIVATION OVERLOAD
Learning 	• **Prioritize relevant learning:** Focus on specific learning opportunities that directly support your current role, projects or career goals, rather than pursuing every training or course available. • **Set realistic learning goals:** Break down learning objectives into manageable micro-goals and pace learning to avoid feeling overwhelmed by too much information at once. • **Balance learning with application:** Ensure your make time to apply new knowledge in practice, gain feedback, adjust and reinforce learning to prevent burnout from constant intake without implementation.
Ownership 	• **Delegate effectively:** Share responsibilities, as appropriate, by assigning tasks to capable team members. Clearly communicate expectations and provide necessary resources, ensuring accountability while empowering others to contribute, which fosters trust and reduces individual workload. • **Prioritize tasks:** Prioritize high-impact tasks that leverage personal strengths and align with organizational goals. Communicate when additional support is needed for other tasks to ensure effective task management and productivity. • **Set boundaries:** Establish clear work limits by defining availability and responsibilities. Communicate these boundaries to colleagues and supervisors, balancing workloads while maintaining realistic expectations to prevent burnout and excessive ownership.
Purpose 	• **Break down large goals:** Divide big tasks into smaller, manageable steps, ensuring progress without the pressure of always connecting every action to the grand vision. • **Balance purpose with routine:** Blend meaningful tasks with routine work to maintain focus and avoid feeling overwhelmed by the bigger picture. • **Reevaluate purpose alignment:** Regularly assess whether current work aligns with values, adjusting tasks to stay engaged with meaningful activities and avoid burnout.
Rationality 	• **Set clear decision-making boundaries:** Distinguish between decisions that require careful analysis and those that can be made more intuitively. Focus your mental energy on the complex choices and streamline the simpler ones to save time and reduce stress. • **Prioritize information:** Limit your intake of information to what's essential. Avoid getting overwhelmed by excessive details. Focus on the most relevant and actionable information to make informed decisions without unnecessary clutter. • **Act decisively:** Balance rational thinking with timely action. Recognize when enough analysis has been done and when it's time to move forward. Overanalyzing can lead to indecision, so trust your judgment and act with confidence.
Recognition 	• **Clarify preferred recognition styles:** Clearly communicate preferred recognition styles (private feedback, public praise, etc.) to ensure comfort and effectiveness. • **Set recognition frequency:** Establish a balanced recognition frequency with managers to avoid oversaturation and maintain its impact. • **Cultivate self-recognition:** Prioritize internal validation and personal satisfaction to reduce reliance on external motivation and maintain intrinsic drive.

Copyright © 2024 MotiveX. All Rights Reserved

Your Motivation Activation Plan (M.A.P.)

Use the Motivation Insights contained in your report and follow the 3 steps below to reflect on your current work environment and experiences related to your motivational profile. Your goal is to ensure your areas of alignment remain strong, and your gaps and/or overload drivers are prioritized as areas of focus moving forward.

1 **Review the motivation drivers**

2 **Prioritize the best recommendations**

3 **Gain support & monitor progress**

TOP DRIVERS , GAPS & OVERLOADS

1. **ALIGNED** motivators indicate your ideal needs and current work are aligned. Circle them in your report and note recent examples where they showed up for you. Treat aligned areas as your **"motivation bank**", to sustain your engagement while you work on aligning other drivers (gaps/overload).

2. **GAPS** indicate what's missing between your needs and current work. Choose 1-2 gaps from your report and identify 1-2 examples from the past month illustrating how they showed up for you.

3. **OVERLOAD** indicates overly activated drivers, risking burnout. Choose 1-2 key overloads and identify 1-2 examples from the past month illustrating how they showed up for you.

PERSONALIZE RECOMMENDATIONS

1. **High impact actions:** Review the recommendations provided for your gap and overload areas you selected in step 1. Choose those that will be most impactful and relevant for your current career stage and/or role. You can also use the recommendations to generate other ideas.

2. **Tailor actions to your desired needs and company resources:** Include specific examples, such as key programs, possible mentors, coaches, internal/external coursework, initiatives or projects, to connect your desired actions to your recommendations for each focus area.

3. **Set goals & prioritize:** Define specific (SMART) goals based on the intentions you've identified and prioritize the goals before you meet with your manager.

AGREE ON NEXT STEPS

1. **Discuss and agree on your final recommendations with your Manager:** Engage in an open discussion with your manager, review the prioritized key actions you suggest to address your GAPS and manage OVERLOADS, hear your managers ideas and feedback, and focus on identifying the most practical actions with the highest impact.

2. **Agree on final areas of focus:** After you and your manager have had the opportunity to finalize the drivers and actions, agree on specific timelines to be included in your Activation Plan.

3. **Monitor progress with feedback and check-ins:** Schedule regular check-ins with your manager (and/or any key individuals involved in your plan) to review progress, receive feedback and adjust as needed.

Utilize the recommendations contained in this report to capture ideas you want to explore further.

MOTIVEX

MOTIVATION DECODED

Copyright © 2024 MotiveX. All Rights Reserved

www.motivex.ai