

Motivational Maps



Motivational Maps were developed after extensive research into human motivation and a study of three primary sources: Abraham Maslow's Hierarchy of Needs, Edgar Schein's Career Anchors and the Enneagram, a personality profiling tool.

Each Map is based on three clusters of motivation: motivation through your relationships, motivation through your own achievements and motivation through your individual growth.

The more motivation we have, the more energy; so, this tool not only boosts our self-esteem but increases our capability to perform at a higher level.

For Individuals: For transforming personal energy and performance

In only about 15 minutes on-line you can complete the diagnostic and receive a full 15-page report on what motivates you and how motivated you currently are. The report is not only practical but also extremely revealing: most individuals have little idea about what truly motivates them.

The Motivational Map report contains at least 9 practical and targeted strategies to boost your mojo, to sustain high levels of energy long-term. This tool unlocks for you, and for others if you choose to share, the key to high performance. It is ideal for individual, career and leadership development by.

For Teams: Build on the strengths of everyone working together

Most teams are assembled on the basis of relevant and complementary skill sets; what motivates the individuals in the team is often not considered at all. Indeed, conflicts between individuals are often ascribed to 'personality' clashes. However, these clashes may well be and often are motivational in origin.

Team Maps enable leaders determine whether the energies of the team are harmonised with mission, whether there are internal conflicts that need addressing, and finally how to provide rewards that motivate the team: each report contains at least 11 actionable ideas. In short, they enable the team to perform at a higher level.

The team Map supports change management programs by improving communication with a shared language. This creates smoother transitions and staff engagement.

For Organisations: Strategic Motivation

Understand your organisation from a people perspective: the invisible desires of your employees made visible through the Organisational Motivational Map.

This diagnostic takes motivation to a whole new and strategic level within an organisation. It will tell you if your values, mission and vision are aligned with what your staff wants collectively, at each level deep within the heart of the organisation.

This is a true change management tool that enables you to quickly, accurately and usefully identify what the key people issues are for your organisation; it provides a simple and easy-to-use language that facilitates advanced communication across the organisation; and it has a rich repertoire of reward strategies to enable greater levels of motivation, performance and productivity to occur. It is the management tool for staff engagement.