



WHAT IF...

- ▶ Think of your **least favorite activities** (at work or at home)
- ▶ What if you had to spend all day doing that?
- ▶ What if it was all week?
- ▶ What would that do to your mood?
- ▶ How would that impact your interactions with others?
- ▶ Share with the group

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WHY ARE DRIVING FORCES SO IMPORTANT?

- ▶ The “Why” of our actions
- ▶ Drives our choices/decisions
- ▶ Creates engagement when fulfilled



DRIVING FORCES VS BEHAVIOR

- ▶ Driving Forces impel you to action — they can be hidden
- ▶ Behaviors are how you carry out your action — they are observable

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AFTER THIS SESSION I WILL...

- ▶ Have a better idea of my own unique Driving Forces
- ▶ Have a better sense of the Driving Forces of others
- ▶ In time with better understanding of my own and others' Driving Forces, I can develop methods of better communicating with others

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 **DISCUSSION**



THE POTENTIAL FOR CONFLICT

- ▶ Is knowledge for the sake of knowing enough, or does it need to have immediate application?

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DISCUSSION

THE POTENTIAL FOR CONFLICT

► Is it more important to maximize ROI or is it more important to do a job well?

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DISCUSSION

THE POTENTIAL FOR CONFLICT

► If a website is full of useful information, is it acceptable that it is not beautiful or user friendly?

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DISCUSSION

THE POTENTIAL FOR CONFLICT

► Is it more important to spend your time creating your own lasting legacy or be an integral part of someone else's legacy?

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DISCUSSION



THE POTENTIAL FOR CONFLICT

- ▶ If organizational policies have worked well for the last 15 years, should they be reviewed for possible changes?

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DISCUSSION



THE POTENTIAL FOR CONFLICT

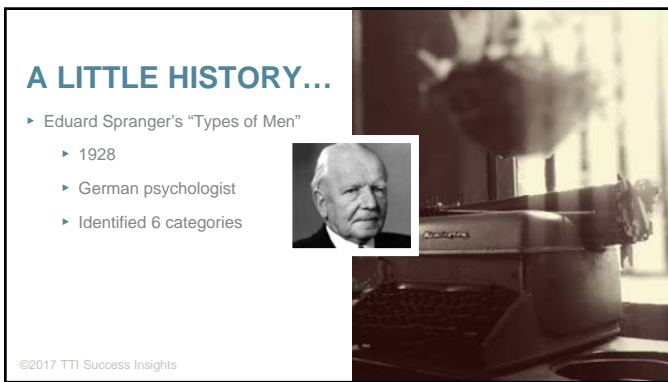
- ▶ Our Driving Forces contribute to our viewpoints and can lead to conflict
- ▶ Understanding the Driving Forces can help you understand how others can bring a different perspective

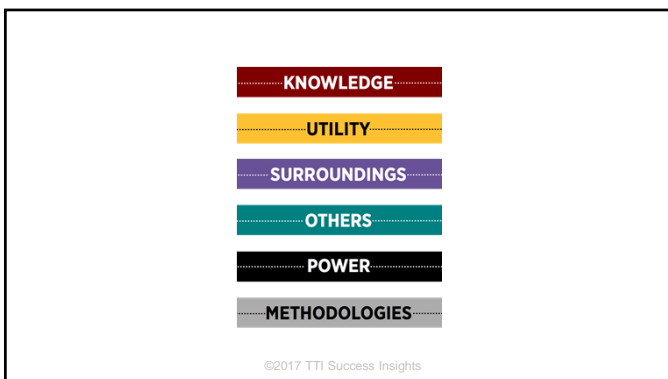
WHY DOES THIS MATTER TO ME?

- ▶ Imagine how this may apply to your goals?
 - ▶ Your co-workers
 - ▶ Your manager/direct reports
 - ▶ Customers and prospective customers
 - ▶ Family and friends

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<i>Instinctive</i>	KNOWLEDGE	<i>Intellectual</i>
<i>Selfless</i>	UTILITY	<i>Resourceful</i>
<i>Objective</i>	SURROUNDINGS	<i>Harmonious</i>
<i>Intentional</i>	OTHERS	<i>Altruistic</i>
<i>Collaborative</i>	POWER	<i>Commanding</i>
<i>Receptive</i>	METHODOLOGIES	<i>Structured</i>



KNOWLEDGE

Think of **KNOWLEDGE** being valued on a continuum from **INSTINCTIVE** to **INTELLECTUAL**.

INSTINCTIVE People who are driven by utilizing past experiences, intuition and seeking specific knowledge when necessary.	KNOWLEDGE	INTELLECTUAL People who are driven by opportunities to learn, acquire knowledge and the discovery of truth.
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KNOWLEDGE

The **INSTINCTIVE** person wants only the knowledge necessary to accomplish the task at hand.

INSTINCTIVE

People who are driven by utilizing past experiences, intuition and seeking specific knowledge when necessary.

KNOWLEDGE

INTELLECTUAL

People who are driven by opportunities to learn, acquire knowledge and the discovery of truth.

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KNOWLEDGE

The **INTELLECTUAL** person wants all available knowledge on the subject, simply to understand it, regardless of the direct application.

INSTINCTIVE

People who are driven by utilizing past experiences, intuition and seeking specific knowledge when necessary.

KNOWLEDGE

INTELLECTUAL

People who are driven by opportunities to learn, acquire knowledge and the discovery of truth.

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KNOWLEDGE

INSTINCTIVE

- Value intuition, are precise about what they need to know, focused on utilizing past experiences and will seek out new information when necessary.
- Will search the Internet and other "high level" research sources to gain specific information for the current situation.

INSTINCTIVE

People who are driven by utilizing past experiences, intuition and seeking specific knowledge when necessary.

KNOWLEDGE

INTELLECTUAL

People who are driven by opportunities to learn, acquire knowledge and the discovery of truth.

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KNOWLEDGE

INSTINCTIVE

- They are comfortable in situations when they can rely on past experiences.
- They are comfortable starting a project before gathering all the necessary information.
- *May be very knowledgeable in a specific topic.*

INSTINCTIVE

People who are driven by utilizing past experiences, intuition and seeking specific knowledge when necessary.

KNOWLEDGE

INTELLECTUAL

People who are driven by opportunities to learn, acquire knowledge and the discovery of truth.

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KNOWLEDGE

INTELLECTUAL

- Usually BIG readers; love learning for learning sake
- Value the opportunity to learn, acquire knowledge and discover truth.
- They will continue researching until all information is discovered.
- Information gathered need not serve a practical need.

INSTINCTIVE

People who are driven by utilizing past experiences, intuition and seeking specific knowledge when necessary.

KNOWLEDGE

INTELLECTUAL

People who are driven by opportunities to learn, acquire knowledge and the discovery of truth.

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KNOWLEDGE

INTELLECTUAL

- Broad approach to information gathering and often an interest in general knowledge simply to have it.
- When confronted with a new challenge they will focus on gathering information before starting rather than relying on intuition.
- *Not comfortable starting a project until all possible information is gathered.*

INSTINCTIVE

People who are driven by utilizing past experiences, intuition and seeking specific knowledge when necessary.


KNOWLEDGE

INTELLECTUAL

People who are driven by opportunities to learn, acquire knowledge and the discovery of truth.

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 **UTILITY**

The **SELFLESS** person is more concerned with the completion of the task for the sake of completion not for what they will get in return.

SELFLESS People who are driven by completing tasks for the sake of completion, with little expectation of personal return.	UTILITY	RESOURCEFUL People who are driven by practical results, maximizing both efficiency and returns for their investments of time, talent, energy and resources.
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 **UTILITY**

The **RESOURCEFUL** person is passionate about getting a return on investment of time, talent and resources.

SELFLESS People who are driven by completing tasks for the sake of completion, with little expectation of personal return.	UTILITY	RESOURCEFUL People who are driven by practical results, maximizing both efficiency and returns for their investments of time, talent, energy and resources.
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**UTILITY**

SELFLESS

- › The reward for completing a task is knowing it was well done.
- › They will accomplish tasks for the sake of accomplishment.
- › Views money as a necessary means of surviving not as a sense of accomplishment.

SELFLESS People who are driven by completing tasks for the sake of completion, with little expectation of personal return.	UTILITY	RESOURCEFUL People who are driven by practical results, maximizing both efficiency and returns for their investments of time, talent, energy and resources.
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**UTILITY**

SELFLESS

- › Judge the quality of the end product and are less concerned with the ROI
- › Enjoy accomplishing tasks for the sense of completion
- › Accept change in projects easily without remorse for lost time, money and resources

SELFLESS People who are driven by completing tasks for the sake of completion, with little expectation of personal return.	UTILITY	RESOURCEFUL People who are driven by practical results, maximizing both efficiency and returns for their investments of time, talent, energy and resources.
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**UTILITY**

RESOURCEFUL

- › Driven to attain practical results, maximizing both efficiency and rewards for their investments of time, talent, energy and resources.
- › Reward for an endeavor is linked to the time, money, effort or material invested.
- › Frustrated by changes in projects because of potential lost time,

SELFLESS People who are driven by completing tasks for the sake of completion, with little expectation of personal return.	UTILITY	RESOURCEFUL People who are driven by practical results, maximizing both efficiency and returns for their investments of time, talent, energy and resources.
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UTILITY

RESOURCEFUL

- They are energized by building a framework that maximizes their time and talent invested in a project.
- Based on their enterprising nature, they are sensitive to wasting time, resources and/or opportunities.

SELFLESS

People who are driven by completing tasks for the sake of completion, with little expectation of personal return.

UTILITY

RESOURCEFUL

People who are driven by practical results, maximizing both efficiency and returns for their investments of time, talent, energy and resources.

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SURROUNDINGS

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SURROUNDINGS

The **OBJECTIVE** person focuses on the tangible and functional components of their surroundings — preferring function over form.

OBJECTIVE

People who are driven by the functionality and objectivity of their surroundings.

SURROUNDINGS

HARMONIOUS

People who are driven by the experience, subjective viewpoints and balance in their surroundings.

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SURROUNDINGS

The **HARMONIOUS** person has a subjective focus on the experience and the totality of their surroundings – often preferring form over function and seeking to beautify and harmonize the world around them.

OBJECTIVE

People who are driven by the functionality and objectivity of their surroundings.

SURROUNDINGS

HARMONIOUS

People who are driven by the experience, subjective viewpoints and balance in their surroundings.

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SURROUNDINGS

OBJECTIVE

- Able to compartmentalize chaotic situations and focus on the desired outcome.
- They can thrive in an environment filled with chaos.
- They tend to view things in pieces, not as a whole.

OBJECTIVE

People who are driven by the functionality and objectivity of their surroundings.

SURROUNDINGS

HARMONIOUS

People who are driven by the experience, subjective viewpoints and balance in their surroundings.

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SURROUNDINGS

OBJECTIVE

- They will focus on the functionality over harmony of a situation.
- Views their surroundings as individually functioning components.
- Objectively focuses on functionality with little regard for appearance.

OBJECTIVE

People who are driven by the functionality and objectivity of their surroundings.

SURROUNDINGS

HARMONIOUS

People who are driven by the experience, subjective viewpoints and balance in their surroundings.

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SURROUNDINGS

HARMONIOUS

- Value and enjoy beauty, the experience of their surroundings and seek balance in their lives.
- They will flourish in an environment where they have the opportunity to create harmony and balance in their surroundings and relationships.

OBJECTIVE People who are driven by the functionality and objectivity of their surroundings.	SURROUNDINGS	HARMONIOUS People who are driven by the experience, subjective viewpoints and balance in their surroundings.
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SURROUNDINGS

HARMONIOUS

- They will focus on the totality of a situation to ensure a rewarding interaction.
- Views their surroundings holistically before looking at the individual components.
- Imbalance in any one aspect of their life may affect other

OBJECTIVE People who are driven by the functionality and objectivity of their surroundings.	SURROUNDINGS	HARMONIOUS People who are driven by the experience, subjective viewpoints and balance in their surroundings.
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OTHERS




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 **OTHERS**

The **INTENTIONAL** person will assist others if they see a connection to something important to them.

INTENTIONAL People who are driven to assist others for a specific purpose, not just for the sake of being helpful or supportive.	OTHERS	ALTRUISTIC People who are driven to assist others for the satisfaction of being helpful and supportive.
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 **OTHERS**

The **ALTRUISTIC** person has a focus on others and the benefits they can provide themselves.

INTENTIONAL People who are driven to assist others for a specific purpose, not just for the sake of being helpful or supportive.	OTHERS	ALTRUISTIC People who are driven to assist others for the satisfaction of being helpful and supportive.
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 **OTHERS**

INTENTIONAL

- Assist others for a specific purpose, not just for the sake of helping.
- They will help develop an individual if they see opportunities for future return.
- Values people for their talent and potential and will assist based on potential benefit.

INTENTIONAL People who are driven to assist others for a specific purpose, not just for the sake of being helpful or supportive.	OTHERS	ALTRUISTIC People who are driven to assist others for the satisfaction of being helpful and supportive.
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OTHERS

INTENTIONAL

- Tries to minimize emotions when making business decisions.
- Assist people based on the persistence and hard work they demonstrate.
- Assistance to others should benefit both.

INTENTIONAL

People who are driven to assist others for a specific purpose, not just for the sake of being helpful or supportive.

OTHERS

ALTRUISTIC

People who are driven to assist others for the satisfaction of being helpful and supportive.

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OTHERS

ALTRUISTIC

- Desire to help others by giving generously of their time, talent and resources with no expectation of personal return.
- They have the ability to instinctively notice and respond to people in need.
- They believe people should have the opportunity to be the best they

INTENTIONAL

People who are driven to assist others for a specific purpose, not just for the sake of being helpful or supportive.

OTHERS

ALTRUISTIC

People who are driven to assist others for the satisfaction of being helpful and supportive.

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OTHERS

ALTRUISTIC

- They may sacrifice personal gain in a situation if the outcome is detrimental to others.
- Enjoys helping other people for the satisfaction it brings.
- Assistance to others is their primary focus and can be valued over helping themselves.

INTENTIONAL

People who are driven to assist others for a specific purpose, not just for the sake of being helpful or supportive.


OTHERS

ALTRUISTIC

People who are driven to assist others for the satisfaction of being helpful and supportive.

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 **POWER**

The **COLLABORATIVE** driver will focus on dispersing power through teamwork and supporting a leader/cause without the need for personal recognition.

COLLABORATIVE		COMMANDING
People who are driven by being in a supporting role and contributing with little need for individual recognition.	POWER	People who are driven by status, recognition and control over personal freedom.

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 **POWER**

The **COMMANDING** driver has a focus on control, personal gain and recognition.

COLLABORATIVE		COMMANDING
People who are driven by being in a supporting role and contributing with little need for individual recognition.	POWER	People who are driven by status, recognition and control over personal freedom.

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 **POWER**

COLLABORATIVE

- › Perform without the need for personal recognition.
- › They focus on the success of the team or group.
- › They like to be behind the scenes and get things done.

COLLABORATIVE People who are driven by being in a supporting role and contributing with little need for individual recognition.	POWER	COMMANDING People who are driven by status, recognition and control over personal freedom.
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 **POWER**

COLLABORATIVE

- › They can set aside their own agenda for the good of the company.
- › Comfortable in a supporting role.
- › Focus on their contribution over advancing their own position.

COLLABORATIVE People who are driven by being in a supporting role and contributing with little need for individual recognition.	POWER	COMMANDING People who are driven by status, recognition and control over personal freedom.
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 **POWER**

COMMANDING

- › Value status and recognition.
- › They will work long and hard to advance their position.
- › They are passionate about creating something that leads to an enduring legacy.

COLLABORATIVE People who are driven by being in a supporting role and contributing with little need for individual recognition.	POWER	COMMANDING People who are driven by status, recognition and control over personal freedom.
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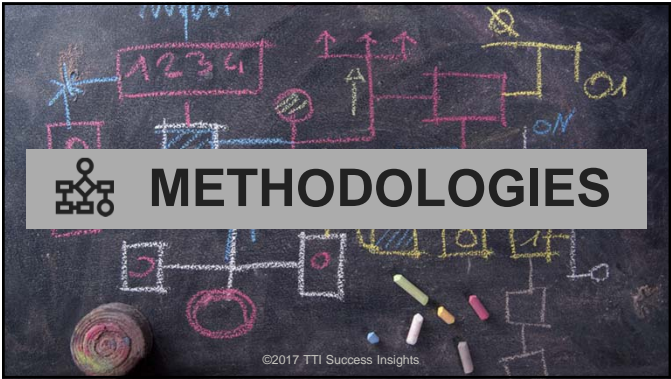
**POWER**

COMMANDING

- Seeks a unique and/or leading role
- Asserts control over their own freedom and destiny

COLLABORATIVE People who are driven by being in a supporting role and contributing with little need for individual recognition.	POWER	COMMANDING People who are driven by status, recognition and control over personal freedom.
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**METHODOLOGIES**

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**METHODOLOGIES**

The **RECEPTIVE** driver has a desire for new ways to accomplish the task at hand.

RECEPTIVE People who are driven by new ideas, methods and opportunities that fall outside a defined system for living.	METHODOLOGIES	STRUCTURED People who are driven by traditional approaches, proven methods and a defined system for living.
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METHODOLOGIES

The **STRUCTURED** driver has a focus on proven methods and tried-and-true approaches.

RECEPTIVE

People who are driven by new ideas, methods and opportunities that fall outside a defined system for living.

METHODOLOGIES

STRUCTURED

People who are driven by traditional approaches, proven methods and a defined system for living.

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METHODOLOGIES

RECEPTIVE

- Are open to new ideas, methods and opportunities that fall outside a defined system for living.
- They are always looking for new ways to accomplish routine tasks.
- They like to set their own plan to guide and direct their actions.

RECEPTIVE

People who are driven by new ideas, methods and opportunities that fall outside a defined system for living.

METHODOLOGIES

STRUCTURED

People who are driven by traditional approaches, proven methods and a defined system for living.

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METHODOLOGIES

RECEPTIVE

- They are creative when interpreting systems and will adopt aspects of them if they see a benefit.
- Questions the status quo of methods and approaches.
- Out-of-the-box thinker.

RECEPTIVE


People who are driven by new ideas, methods and opportunities that fall outside a defined system for living.

METHODOLOGIES

STRUCTURED

People who are driven by traditional approaches, proven methods and a defined system for living.

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METHODOLOGIES

STRUCTURED

- › People who value a traditional approach, proven methods and a defined system for living.
- › Tenaciously adhere to a system of living rarely questioning any of its aspects.
- › They place a high value on following and implementing systems.

RECEPTIVE People who are driven by new ideas, methods and opportunities that fall outside a defined system for living.	METHODOLOGIES	STRUCTURED People who are driven by traditional approaches, proven methods and a defined system for living.
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METHODOLOGIES

STRUCTURED

- › They will foster and protect their principles and beliefs to ensure consistency throughout the organization.
- › Comfortable using proven, time-tested approaches and methods.
- › Enjoy the status quo and comfortable with "This is how it has always been done".

RECEPTIVE People who are driven by new ideas, methods and opportunities that fall outside a defined system for living.	METHODOLOGIES	STRUCTURED People who are driven by traditional approaches, proven methods and a defined system for living.
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EXERCISE

GROUP WHEEL

- › Let's map our Primary Driving Forces on the wheel
 - › Discuss where we are aligned
 - › Discuss where we are different
 - › How can we leverage our strengths?



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DISCUSSION

CONSIDER THIS:

- ▶ How will this impact your daily activities and interactions?
- ▶ Who should know this about you — manager, peer, subordinate, personal relationship?
- ▶ How can you share this with them?
- ▶ How can this info lead you to experience more success?

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DISCUSSION

TAKE-AWAYS

- ▶ What is one of the most important things you learned from this session?

- ▶ Want to explore this further? For an assessment to more accurately identify your intrinsic motivators/Driving Forces, email Janey.gohl@gmail.com.

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THANK YOU!

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