Positive Development

TEAM DEVELOPMENT REPORT

Empowering People Through Greater Awareness & Choice

Positive Development

Why use it?

This rare type of report provides information and choices about how to make a greater impact with individuals and teams by:
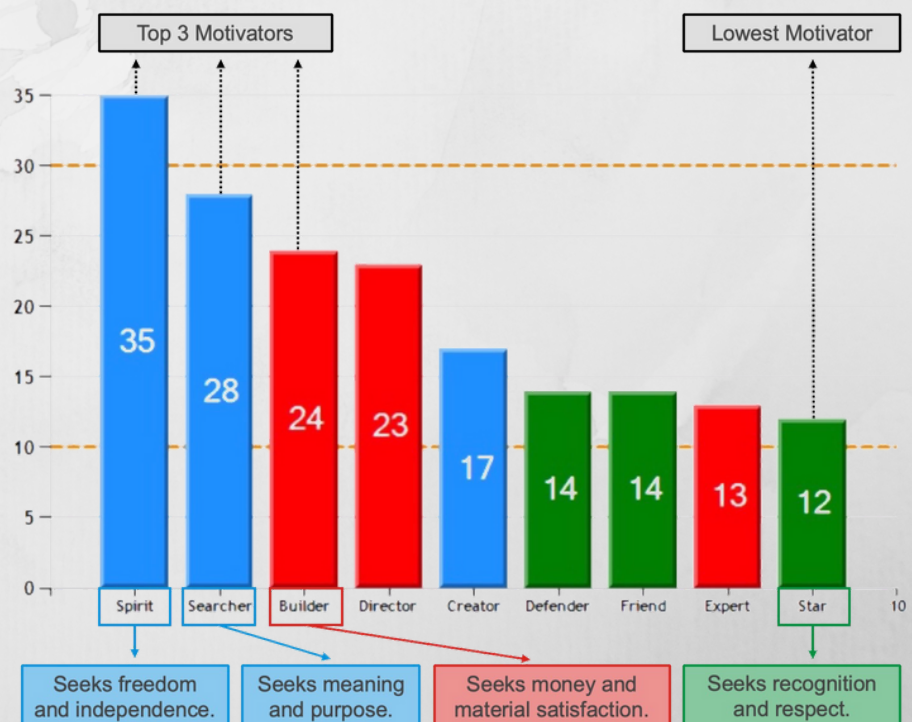
- **Articulating** what is most important to people in a common language so that people's differences get discussed with ease.

- **Measuring** people's level of satisfaction and identifies where attention is most needed.

- **Revealing** strengths, weaknesses, opportunities and threats at an individual and team level.

What motivates you?

Each person receives their own Motivational Map Report and feedback appointment.

- The report articulates that person's motivational profile. I.e. what is most important to them and what motivates them.
- It also highlights potential weaknesses and blind spots.

Top 3 Motivators   Lowest Motivator

Motivator	Score
Spirit	35
Searcher	28
Builder	24
Director	23
Creator	17
Defender	14
Friend	14
Expert	13
Star	12

Seeks freedom and independence.

Seeks meaning and purpose.
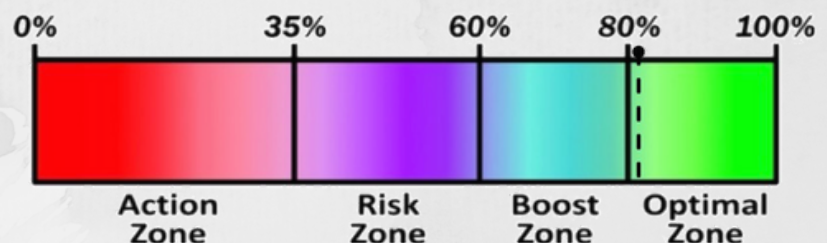
Seeks money and material satisfaction.

Seeks recognition and respect.

How satisfied are you?

The report measures your current level of satisfaction based on your survey results.

- Being any less than the **Optimal Zone** will require corrective action to ensure motivation continually drives performance.

0%		35%		60%		80%		100%

Action Zone   Risk Zone   Boost Zone   Optimal Zone

81% motivated!

The challenge now is to maintain this level of motivation.

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How to maintain motivation?

The report identifies key areas for attention and strategies to maintain excellent performance.

Spirit (8/10): Seeks freedom and independence.
- Avoid close supervision and increase the scope of this person's decision-making.
- Reward with freedom and autonomy; giving authority to proceed as they choose is extremely motivating.

Builder (3/10): Seeks money and material satisfaction.
- Ensure goals are clearly defined and agreed. Link performance and targets to financial rewards.
- Map out individual career path and identify what achievements, training or promotion is required to achieve it.

How are we different?

Each Motivational Map Report is then combined into a single view or Team Map, identifying...

- Common areas of motivation.
- Potential conflict between individuals.
- Motivational score of the team as a whole.

Top Motivator	Second Motivator	Third Motivator	Lowest Motivator

Name		Expert	Defender	Searcher	Builder	Spirit	Friend	Creator	Director	Star	Motivation Audit			
											%	1	2	3
Person	1	28	19	27	20	22	20	23	13	8	97%	10	9	10
Person	2	29	21	23	29	22	17	13	17	9	60%	7	4	6
Person	3	22	23	22	16	15	18	22	19	23	38%	3	4	8
Person	4	21	25	26	18	22	20	20	15	13	66%	7	6	6
Person	5	24	22	29	14	15	18	24	17	17	50%	5	5	5
Person	6	24	23	18	33	28	10	12	22	10	31%	1	5	10
Person	7	21	23	20	22	22	17	17	18	20	66%	6	8	6
Person	8	17	29	21	17	14	28	14	17	23	23%	1	5	2
Person	9	30	24	17	21	22	19	16	11	20	57%	8	2	3
Total		216	209	203	190	182	167	161	149	143	54%			

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Expert analysis

Feedback and analysis is then distilled into a simple report to enable better communication, improved relationships, and greater motivation. The report includes...

- Detailed analysis on team dynamics and individual differences.
- Helpful feedback to optimise communication and offer meaningful rewards.
- Suggested strategies for the team to enhance strengths, reduce weaknesses, exploit opportunities, and avoid threats.
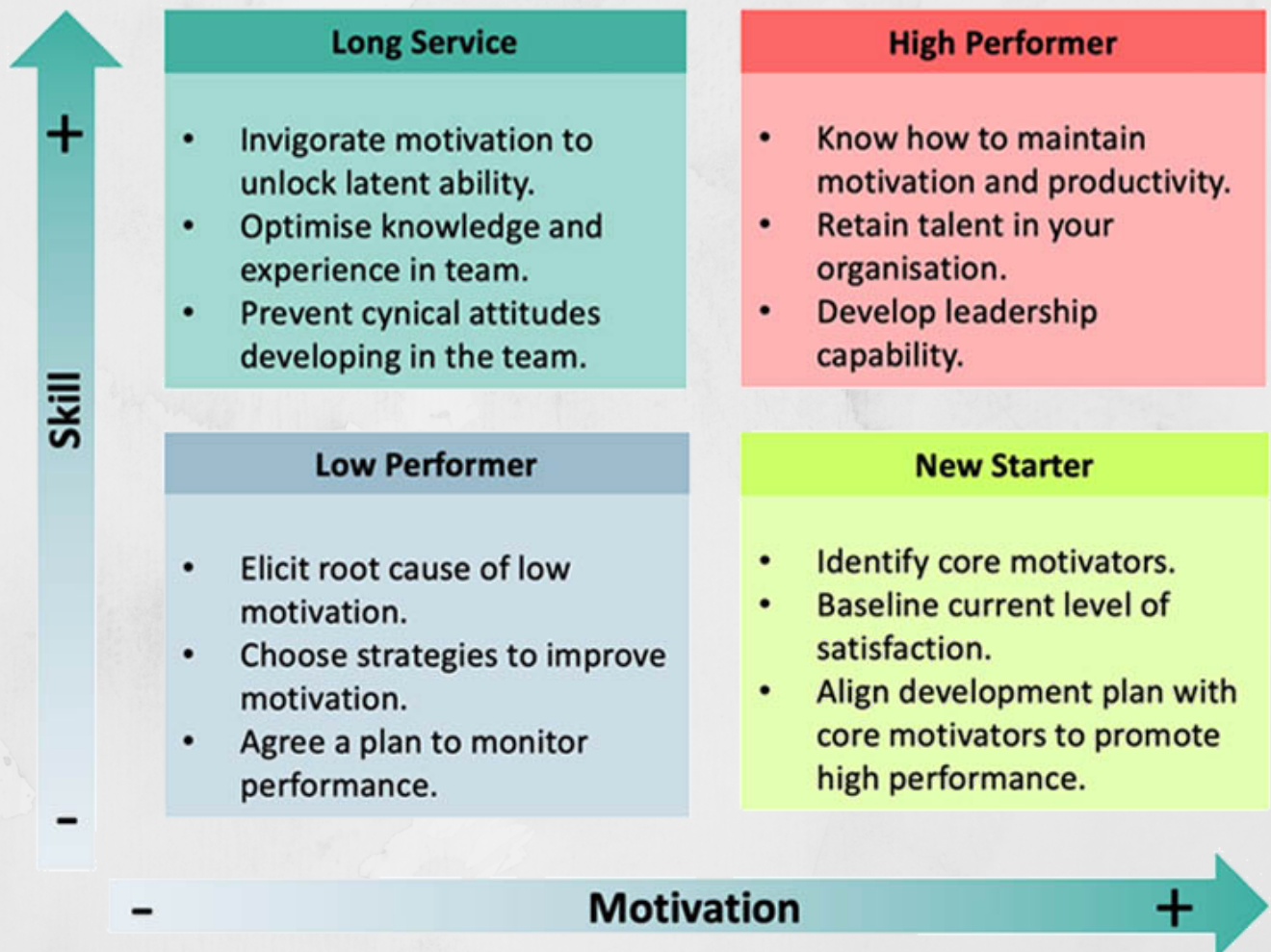
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Person	7	21	23	20	22	22	17	17	18	20	66%	6	8	6
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Star: Seeks recognition and respect.
- High Star Vs Low Star
  - Differences can be experienced when a high Star enjoys having their reputation, position and input appreciated and a low Star is less familiar with the need for recognition and respect.

	Long Service	High Performer
Skill (+)	• Invigorate motivation to unlock latent ability. • Optimise knowledge and experience in team. • Prevent cynical attitudes developing in the team.	• Know how to maintain motivation and productivity. • Retain talent in your organisation. • Develop leadership capability.
	Low Performer	New Starter
Skill (−)	• Elicit root cause of low motivation. • Choose strategies to improve motivation. • Agree a plan to monitor performance.	• Identify core motivators. • Baseline current level of satisfaction. • Align development plan with core motivators to promote high performance.

Motivation (− to +)

Mapping your team demonstrates you care about their happiness and success. When a team's motivational profile is understood and acted upon, a team is:

- **20% more productive.**
- **87% less likely to leave.**
- **480% more committed to goals.**

(Source: **Engage for Success** paper)