Motivational® Maps

Your motivational map team profile

Team Report - Extract Only
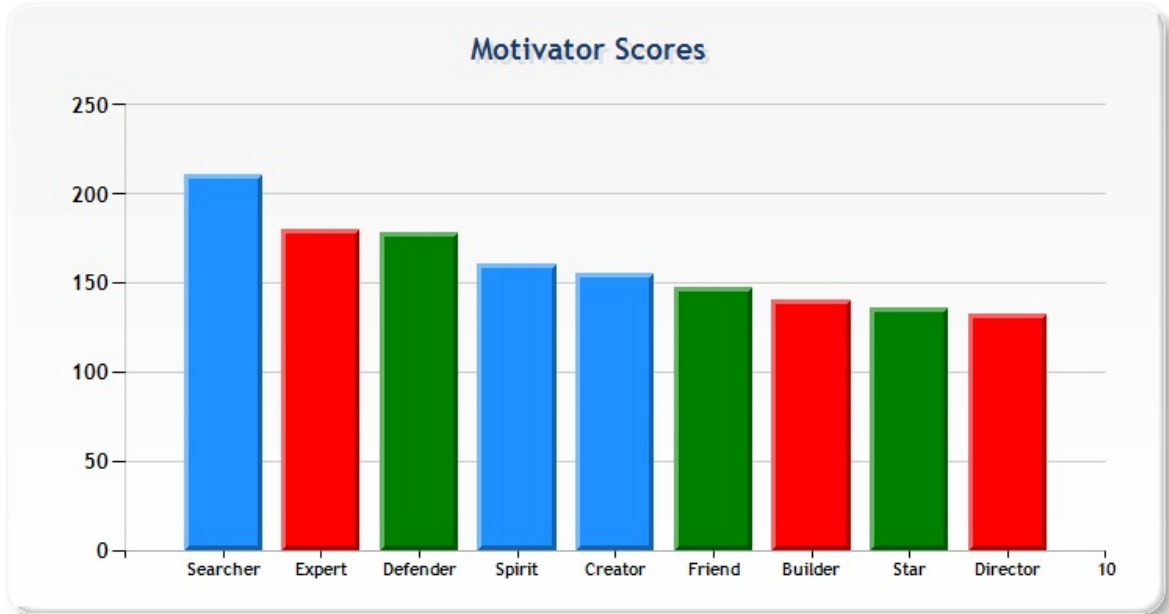
Team Name

- *Purposeful*
- *Insightful*
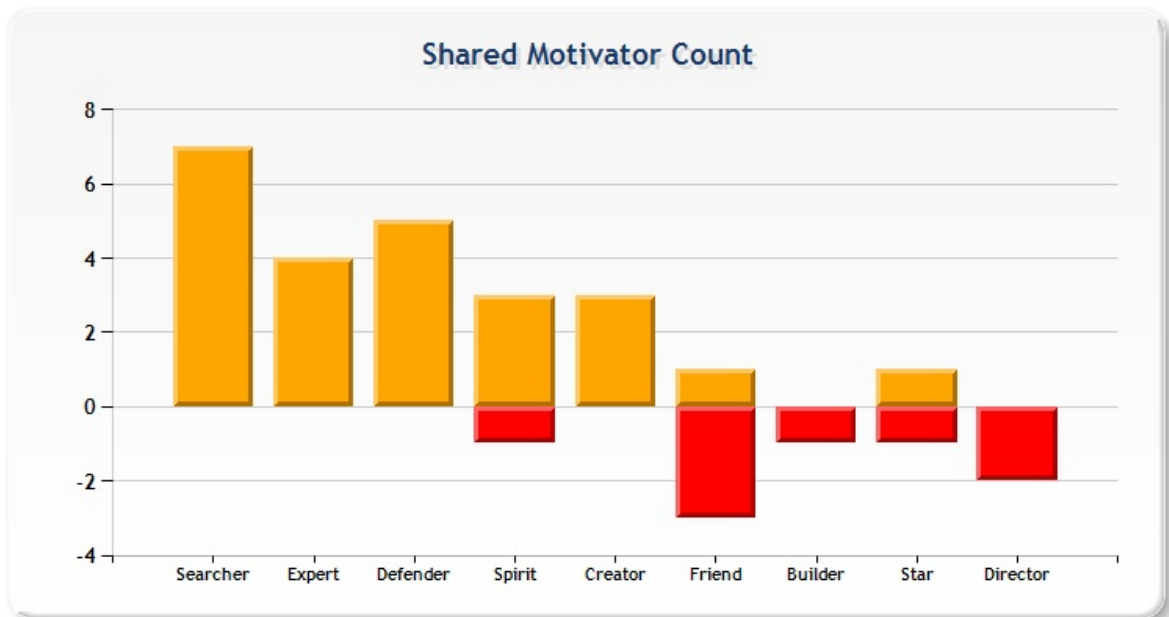- *Stable*

Report Date

Team Profile

The bar chart below shows in rank order all of the nine motivators for the team, and the strength of the motivators as measured against each other. The importance of this is in firstly, seeing the strength of the dominant motivators, and secondly, seeing which cluster tends to dominate.

Motivator Scores

	Searcher	Expert	Defender	Spirit	Creator	Friend	Builder	Star	Director
Score	210	180	178	160	155	147	140	135	132

This next chart shows the number of team members who share the top 3 motivators and set below that number, the number of members of the team who have that motivator as their lowest score. The importance of this is in spotting potential motivational conflicts.

Shared Motivator Count

	Searcher	Expert	Defender	Spirit	Creator	Friend	Builder	Star	Director
Top 3	7	4	5	3	3	1	0	1	0
Lowest	0	0	0	-1	0	-3	-1	-1	-2

Change Index Score

The Change Index seeks to establish how receptive a team is to change. Change is not good or bad in itself, but if big changes are necessary – and increasingly they seem to be – then whether or not a team is emotionally ready or resistant to that change is an important factor to consider before implementation; it needs to be taken into account because even the best ideas will fail if the team emotionally are not ready to accept them. And let us also be aware: teams that resist changes may have good reasons to do so, and may subsequently be proved right in their opposition – it was a bad idea!

Another way of putting this is: how Risk-friendly or Risk-averse are the team? The importance of this is in knowing in advance of any change proj ect how much resistance is likely to be met. In this way more or less resources can be brought to bear to effect successful change.

One further point to note is that teams which are change-friendly/risk-friendly tend to move faster than teams which change-resistant/risk-averse, which tend to move at a slower pace. The reason is clear: change-friendly teams tend to seek effectiveness whereas change-resistant teams tend to seek efficiency. Again, neither is better or worse, but the context is decisive in deciding what kind of team do we need in this situation?

DHA - Corporate Accounting Change Index Score

Your team has a change index score of 65% meaning that this team has a positive attitude to change and is risk friendly. They will tend to want to move at a fast pace with a focus on effectiveness and outcomes. Systems and things need to 'work' – results are important.

The Motivational Audit Score is a snapshot of how your team feel their top 3 motivators are currently being satisfied at work. This is an aggregate score made up from each individual's motivation, which you can easily ascertain from the Team Data Table. It is important to remember that motivation changes – sometimes quickly, sometimes slowly – over time, and whatever the current level, then improvements can be made. If your team is 100% motivated then the challenge is sustaining that – like your health, motivation cannot be taken for granted.

The diagram below shows the four quadrants relating to the % score for the team motivation audit. These quadrants will help you to identify the type of action that is needed and possibly the speed of that action, to help you improve or maintain the levels of motivation – and so of future performance of your team.

| 0% | 35% | 60% | 80% | 100% |

| Action Zone | Risk Zone | Boost Zone | Optimal Zone |
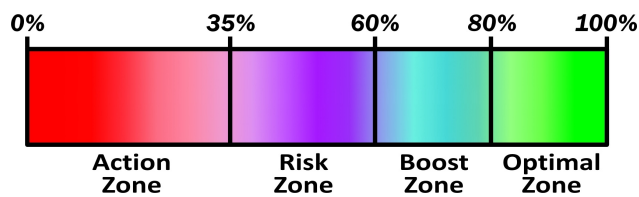
The team is currently **62%** motivated in their current role. This means that they have a high level of motivation and are motivated to enjoy their current situation. The issue for them is one or two motivational areas where small improvements or boosts could make a big difference and motivate them further.

Be mindful: This score does not imply any judgement of their ability to do their job – be clear that motivation is independent of one's personal skill set.

Team Data Table

Top Motivator
Second Motivator
Third Motivator
Lowest Motivator

Team Motivation Score: 62%

Change Index Score: 65

RAG: 32-31-37

Name		Searcher	Expert	Defender	Spirit	Creator	Friend	Builder	Star	Director	Motivation Audit			
											%	1	2	3
Individual 1		25	25	16	18	22	16	20	22	16	67%	6	8	7
Individual 2		24	22	24	20	10	32	20	18	10	67%	7	7	4
Individual 3		35	25	30	13	15	17	9	13	23	79%	9	5	10
		29	28	21	11	20	21	14	17	19	54%	5	7	3
		29	24	18	29	25	6	25	11	13	68%	6	8	8
		23	16	25	24	21	23	13	24	11	34%	5	1	1
		25	15	24	21	25	16	21	13	20	44%	2	8	8
		21	25	20	25	17	16	18	18	20	85%	8	10	7
Total		211	180	178	161	155	147	140	136	132	62%			