

Motivational Maps

You know that feeling when your needs are being met, you feel happier, more energised and more positive. The knock on effect of this is you have a more positive impact on others, you are more effective and ultimately more productive.



Your inner drivers (your needs) shape the way you feel and act. Motivational maps helps you to understand your inner drivers and helps you ensure they are being met. The result; you will feel more driven, motivated and engaged. Businesses with highly engaged employees will have better business results. The Hay Group research indicates up to 4.5 times the revenue.

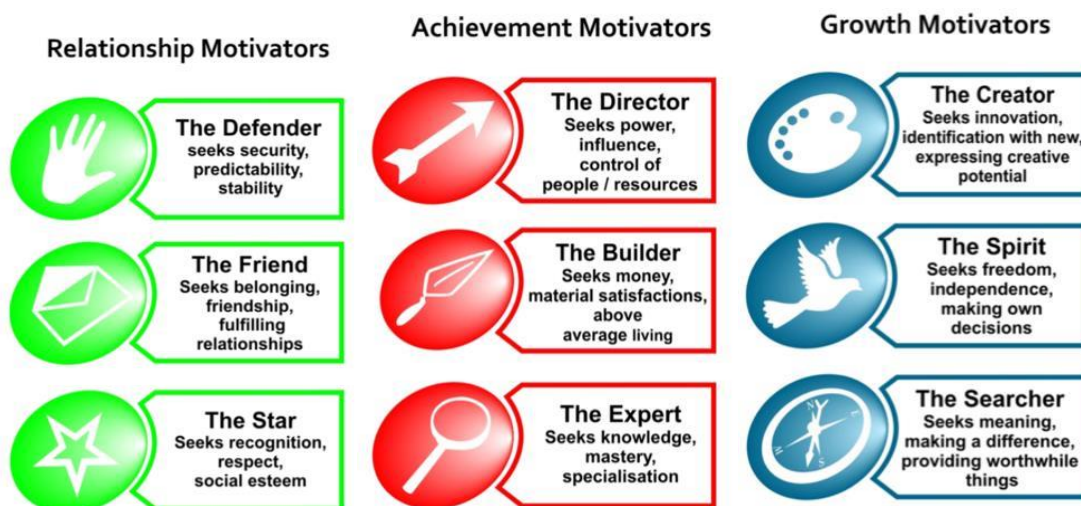
Motivational Maps can be used for individual development and also as a tool for team building and optimising team performance. Its an important element in increasing engagement levels in individuals, a team or a business.

Motivational Maps is based on the Maslow's hierarchy of needs, Schein's career anchors and the Enneagram.

The Motivational Map has 3 cluster areas;

- **Growth** which is focused around creativity, freedom and meaning
- **Achievement** which is focused around power, financial reward and mastery and,
- **Relationship** which is focused around recognition, security and belonging.

Each of these clusters contains 3 core motivators.



Your own motivation depends in part on you and you play a part in how motivated you feel. Motivational Maps will help you understand what your inner drivers are, how well they are being met and this will enable you to make any changes to increase your overall levels of motivation.

Some of the benefits of Motivational Maps to an **individual** are;

- Increased self awareness
- Personal development planning
- Improved leadership skills
- Increased energy, productivity and happiness

For a **team** or a **manager** some of the benefits can be;

- Teambuilding – improving understanding of each other, increasing motivation, improving communication and reducing conflict
- Optimising team performance

At an **organisational** level it can be used to;

- Realign or create the values and purpose of the organisation
- Support in the recruitment process
- Understand and define the culture of an organisation.
- Address a number of business issues for example;
 - Low levels of engagement
 - Weak performance and productivity
 - Low energy towards change
 - Increase retention and development of staff
 - Enhance a culture
 - Increase customer and employee experiences



Do you want to know what motivates you and increase your own levels of motivation and drive?

Are you looking to build a highly motivated workforce, where everyone is energised, thriving and fully engaged, readily giving discretionary effort? Do your leaders know what motivates them, their colleagues and staff?

A 15 minute on-line questionnaire will generate a personal report for you. A sample report can be found at http://www.motivationalmaps.com/Resources/Example_Individual_Report.pdf

If you are interested in finding out more please contact Jo@brocklehursthr.co.uk. Individual or bespoke team sessions can be arranged.