

Motivation Matters: Understanding What Truly Drives You and Your Team

Key Takeaways

1

The Motivation Myth

	Myth	What Reiss Found
	"More money always means more motivated"	Money maps to one desire out of sixteen
	"Everyone wants recognition"	Some want it, others find it uncomfortable
	"Competition brings out the best in everyone"	It energises some people and drains others

2

Five Workplace Drivers (of Sixteen)



Achiever

Mastering a challenge, real progress



Competitor

Winning, coming out on top



Connector

People, doing things together



Autonomy

Control over how the work gets done



Steady

Calm, predictability, low drama



+ 11 more

Reiss found 16 in total

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Adapting How You Motivate Others

Stop



Notice the moment you're about to motivate, recognise, or pitch to someone

Pause



Resist the urge to reach for what would work on you

Ask



What's actually driving them here?

Check



Does it fit what they love, are good at, need, and value?

Need a bit more help?

Speak with your coach to explore what actually drives you at work, practise noticing when you're motivating others through your own lens instead of theirs.



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