



TriMetrix®HD Individualistic Political

Individualistic/Political

The drive to achieve the highest position and wield the greatest power or influence.

Why is this value important?

The primary interest for this value is power, not necessarily politics. Research studies indicate that leaders in most fields have a high power value. Since competition and challenge play a large part in all of life, many philosophers have seen power as the most universal and most fundamental of motives. There are, however, certain people for which the desire for direct expression of this motive is uppermost; they wish, above all, for personal power, influence and fame.

People who are strongly motivated by the Individualistic/Political value are very easily spotted. They act independently, take charge and seek control of situations and people. To most others, Individualistic/Political people appear determined. The climb up the corporate ladder in terms of title, recognition and power can be the result of their need to satisfy the Individualistic/Political value. In fact, the leaders in most fields are strongly motivated by an Individualistic/Political value.

The Individualistic/Political value doesn't just appear in the corporate world. When combined with another value, such as Theoretical or Utilitarian/Economic, the Individualistic/Political value results in a strong, determined push for success. People motivated by the Individualistic/Political value like to be in situations that allow them the freedom to control their own destinies as well as the destinies of others. The goal of this value is to assert self and have their causes victorious.

A person motivated by the Individualistic/Political value will primarily be interested in independence and tend to strive to maintain individuality in relationships. Individualistic/Political people want to be recognized for their accomplishments, but they are also respectful of other individuals who are determined and competitive.

People motivated by the Individualistic/Political value are usually:

- High achievers who get results.
- Competitive and believe that “If at first you don’t succeed try, try again.”
- Assertive in expressing themselves.
- Responsible for their actions.

In contrast, if the Individualistic/Political value is too strong, the individual may seek personal expression at the expense of other people’s needs and feelings, making them come across as superior. Or, a strong disdain for rules and authority per se may cause the individual to break important rules or be perceived as pushy.

What characteristics are associated with Individualistic/Political?

Someone who is motivated by the Individualistic/Political value:

- Needs to control their own destiny as well as the destiny of others.
- Desires to display independence.
- Asserts themselves.
- Has a strong determination to succeed and be recognized by others for their accomplishments.
- Has an innate ability to be in charge or control of situations.

What can you do to gain a better understanding of the Individualistic/Political value?

Take charge! Be a leader whenever you can.

- Be clear about your own goals and requirements. You may want to list your ideals and goals, keeping them in mind with every decision you make.
- Be independent. Make your own decisions and don’t always wait for someone to tell you what to do.
- Think about what you want people to remember you for and take steps to make that mark.
- Lead project teams and your employees based on the foundation of your values and beliefs. Push openly for goals that support your values.
- Choose your battles wisely. Determine which issues directly affect your mission or goals or involve your core values.
- Focus not only on taking a stand, but also on how you may accommodate your own requirements while still resolving the problem satisfactorily for all involved.
- Be decisive. Indecisiveness gives the impression that you can’t make tough choices or stand firm on difficult issues.

- Set a specific goal or goals for problem resolution. Make deadlines by which you hope to accomplish problem definition, problem solving and final resolution.
- If you discover a problem that may affect other people or your department or company as a whole, take steps to alert the proper people without causing undue alarm. You may choose to write a memo, talk face-to-face with affected individuals or call a formal meeting to discuss the issue. The important point is that you are perceived as and actually are in charge of the situation.
- Be persistent in problem solving. It gives others the impression that you want issues resolved quickly and completely so they won't recur.
- Be assertive about expressing your thoughts and opinions where they apply.
- Know what subjects on which you are an expert and use your skills to their best advantage.
- Don't pretend to have a sharply honed skill you don't but do take opportunities to learn new skills in the process of doing them. If you feel confident that you could do something, you probably can.
- Accept failure as a setback, not a permanent condition. Figure out what you have learned from each failure and apply your new knowledge to another attempt. "If at first you don't succeed, try, try again!"

Individualistic/Political

Activities

Activity 1: Perception

Think about someone you know who is motivated by the Individualistic/Political value.

What makes you think this person is motivated by the Individualistic/Political value.

What is this person's job?

Is he or she successful in the career that he or she has chosen? Why or why not?

How is this person like you? Unlike you?

Activity 2: Perception

List your own goals and requirements for the job you have chosen and the career path you are on. Keep this list handy and make your decisions with these ideas in mind. The point is to always keep your own goals in mind and see what you can do to stay focused on them in the context of doing a good job in your position.

Your professional goals for the next six months:

1. _____
2. _____
3. _____
4. _____
5. _____
6. _____

What your company is asking you to focus on in the next six months:

1. _____
2. _____
3. _____
4. _____
5. _____
6. _____

Requirements for happiness or satisfaction with your position:

1. _____
2. _____
3. _____
4. _____
5. _____
6. _____

What can you do about the items you listed above? How can you stay on track and achieve these necessary accomplishments? How can you do a great job for your company while still getting what you need out of your job?

Activity 3: Leadership

A big part of taking leadership roles is your knowledge and contact base within your industry. What you learn from others in your field is essential to your advancement, and industry groups can provide you with the background you need to push important decisions through.

List three to five industry trade groups, organizations or clubs related to your area(s) of expertise.

1. _____
2. _____
3. _____
4. _____
5. _____

Make sure you are not only a member of these groups, but you are active in networking, volunteering for duties and attending meetings with these other experts.

Activity 4: Taking Charge

Think about your most common complaints at work. It may help you to make a list of your top pet peeves.

1. _____
2. _____
3. _____
4. _____
5. _____

Is there any specific action you can take to secure the situations or at least to improve what bothers you? Make yourself an action list aimed at addressing each of the five issues you listed above.

Action List:

1. _____

2. _____

3. _____

4. _____

5. _____

Activity 5: What Have You Learned?

What do you think were the three most important lessons you learned in this session?

1. _____
2. _____
3. _____

Are you a Individualistic/Political person? _____

If so, how does this session apply to you? If not, what did you learn ?

What aspects of the Individualistic/Political value appeal to you? _____

List three ways you can begin taking action today to help you gain a better understanding of the Individualistic/Political value

1. _____
2. _____
3. _____

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WORKPLACE MOTIVATORS MEMORY JOGGER CARD

WHAT PUTS GAS IN MY TANK

Theoretical/Knowledge

"LEARNER" A PASSION FOR KNOWLEDGE AND EXPERTISE

Tendencies: May give you more than you need. Will focus on research available. Energized by learning. Always questioning and changing things. May bog down in details.

Provide: Research, study and learning opportunities. Allow them to become your product expert. May be methodical in approach.

Most Wants: Facts, objectivity and to gain knowledge.

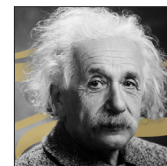
Words That Work: I have a problem that I need you to help me solve. Here are the facts. Deeper meaning. Formulating theory. Identifying truth. Books. Understand. Smart. Wise. Expert-status.

Blind Spots: May put the pursuit of knowledge above their own health and safety. Practical matters can be neglected and ignored (home, family, money). May come across as a "know it all."

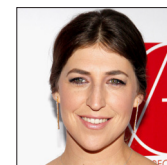
Stressors: Inability to learn and build expert status. Emotional subjective experiences with no rational justification. Inability to discover truth, understanding, or knowing around a topic.

My #1 & #2 (This Puts Gas in My Tank) – The Learner: Love of Knowledge, Intellectual.

My #6 (This Motivator Does NOT Put Gas in my Tank): "I tend to seek knowledge as needed and don't enjoy theoretical discussions."



Albert Einstein



Mayim Bialik

Utilitarian/Economic

"BUSINESS PERSON" A PASSION FOR MAKING MONEY AND ROI

Tendencies: May focus on monetary implications, "what's in it for me" or "what is practical." Energized by work, ROI and economic return. Competitive player. Adamant about getting results. May be a workaholic.

Provide: Practicality, reduction in waste and savings. Will want gain in time, energy and money.

Most Wants: Everyone to pull equal weight, to eliminate waste and get ROI.

Words That Work: Maximize resources. Eliminate waste. The return on investment is... Earnings. Interest. Profit. Wealth. Practical. Useful. The bottom line is... Achievement. Reward. Value. Productivity. Time management.

Blind Spots: May become a workaholic. Willing to give but may always want something in return.

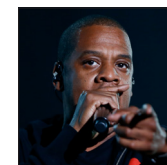
Stressors: Wasted resources, time and material. Investments with inadequate or no return. Lack of efficiency.

My #1 & #2 (This Puts Gas in my Tank) – The Business Person: Bottom line and ROI. Practical.

My #6 (This Motivator Does NOT Put Gas in my Tank): "I tend to give freely of my time and don't like being primarily judged on efficiency."



Warren Buffett



Jay Z

Individualistic/Political

"THE POWER PLAYER" A PASSION FOR LEADING AND BEING OUT-FRONT

Tendencies: May focus on being #1 and what can be done for them. Energized by being visible and in charge of their destiny. Strong ambitious goals. The buck stops here. May be impatient. Charismatic.

Provide: Power and influence; opportunity to be on advisory groups and to lead. Stretch goals and recognition.

Most Wants: The opportunity to advance position, power and influence.

Words That Work: This is the best. Leadership. Excel. Advance. Be #1. Power. Recognition. Distinctive. Outside the box. New ideas. Take control and be in charge. You have the authority. We need a front person.

Blind Spots: Positioning of self may be more important than others. Desire for being in charge of his/her destiny.

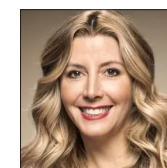
Stressors: Actual or perceived diminishing/loss of power or visibility. Inability to advance. Lack of respect for position and chain of command.

My #1 & #2 (This Puts Gas in my Tank) – Power Player: Status, Advance, Recognition.

My #6 (This Motivator Does NOT Put Gas in my Tank): "I tend to not want to work alone or be in the spotlight."



Tom Brady



Sara Blakely

WORKPLACE MOTIVATORS MEMORY JOGGER CARD

WHAT PUTS GAS IN MY TANK

Aesthetic

"BALANCE, HARMONY AND SENSITIVE SEEKER" A PASSION FOR CREATIVITY AND BEAUTY

Tendencies: May focus on subjective feelings rather than data. Energized by creating an environment of beauty and harmony. May be non-conformist. Outdoor interests –nature rejuvenates.

Provide: Beautification projects; stewardship of the Earth, beauty of product or service. Freedom to express feelings, creativity and quality.

Most Wants: To create and work in peace, balance and harmony. To focus on how things look and feel.

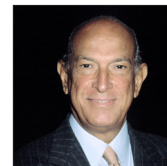
Words That Work: Work/life balance. Appreciation. Using descriptive words, phrases, similes and metaphors. Ask: How are you feeling? You'll have time to re-energize. Creativity. Beauty. Self-help and personal development.

Blind Spots: May function outside of reality and struggle with every day reality. Excessive striving for their perception of perfection and beauty.

Stressors: Chaos and disturbance around them. Lack of work/life balance and not enough quiet time or rest. Too much objective focus. Inability to express feelings.

My #1 & #2 (This Puts Gas in my Tank) – Balance and Harmony Seeker: Subjective, Surroundings.

My #6 (This Motivator Does NOT Put Gas in my Tank): "I tend to compartmentalize chaos and focus on function and the end result."



Oscar de la Renta



Vera Wang

Social/Altruistic

"SERVICE AND HELPING OTHERS" A PASSION FOR SERVICE

Tendencies: May focus on the people aspect of everything, avoidance or elimination of suffering, win-win relationships. Energized by helping others. Generous teacher/coach. May never say "no."

Provide: Opportunity to help, coach and champion others.

Most Wants: An organization that is committed to its people and clients.

Words That Work: We/I need your help. Listening to others, coaching, helping. Volunteer. Making the world a better place. Contribute. Giving. People. Humanity. Service. Serve. Charity. Soothing and comforting others.

Blind Spots: May create lose/win relationships, focusing only on the benefit to others. Overzealousness for a cause may lead to harmful behavior to self/others.

Stressors: Too much emphasis on bottom-line results. Decisions and actions that are insensitive to people. People who are hurting or in pain in any way.

My #1 & #2 (This Puts Gas in my Tank) – Serving Others: Altruistic to all, Remove Pain.

My #6 (This Motivator Does NOT Put Gas in my Tank): "I tend to help others who are already working hard and for a specific purpose."



Mother Teresa



Princess Diana

Traditional/Regulatory

"THE PROCESS AND ORDER KEEPER" A PASSION FOR KEEPING AND ENFORCING THE RULES

Tendencies: May focus on "you are with me or against me;" what role faith plays in others' lives. Precise time management. May be overly rigid.

Provide: Code, ethics and high moral standards, rewards for long term loyalty. Commitment to mission and values. Opportunity to follow and enforce rules and protocol.

Most Wants: Structure and the ability to follow and enforce rules and processes.

Words That Work: Standards. Structure. Routine. Tradition. Protocol. Discipline. Tell me about your beliefs. Tell me about the rules. Help us stay in line. Follow your conscience. Sacrifice. History tells us...

Blind Spots: Sacrifices self for beliefs, willing "to die" for them. Closed-minded and judgmental toward other viewpoints, being too rigid.

Stressors: Close mindedness by others. Lack of directions, order, structure. Opposition to their beliefs.

My #1 & #2 (This Puts Gas in my Tank) – Process and Order Keeper: Proven approaches.

My #6 (This Motivator Does NOT Put Gas in my Tank): "I tend to thrive on change. I like new ideas and methods."



George S. Patton



Rosa Parks

USING WORKPLACE MOTIVATORS WHEN HIRING

MEMORY JOGGER CARD

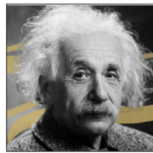
WORKPLACE MOTIVATORS HIRING PROCESS:

- 1 ROLE PRIORITIES:** Think about what's important in the position. What **three to five** things need to happen in the role, for the person to be successful?
- 2 MOST and LEAST:** Review the priorities for the role and then review the six gender- and culture-neutral Workplace Motivators, below. What two **MOST** match what the job will require five days a week, and what one is **LEAST** important five days a week?
- 3 OBSERVATION AND USE INTERVIEW QUESTIONS:**
 - a. Use the matching interview questions and the six MOTIVATOR MATCH QUESTIONS ' - WHAT THEY MOST WANT TO DO INTERVIEW questions. Listen for themes that match the Motivators.
 - b. If you have an assessment on the candidate, look at what they scored **MOST INTERESTED** (#1 & #2) and **LEAST INTERESTED**. Also, look the **INTENSITY** of their scoring, and pick the matching WM questions.

THEORETICAL/KNOWLEDGE

LEARN - A love for knowledge, learning, and understanding

Dr Seuss: "The more that you read, the more things you will know. The more that you learn, the more places you will go."



Albert Einstein

Top Motivator Clues

- Questions about the process and protocol.
- Long time service in one position.

Stressor/Dis-satisfiers:

- Close mindedness by others.
- Lack of directions/order
- Opposition to their beliefs.



Mayim Bialik

UTILITARIAN/ECONOMIC

ROI - A focus on efficiency, practicality, and return on investment

Thomas A. Edison: "Anything that won't sell, I don't want to invent. Its sales is proof of utility and utility is success."



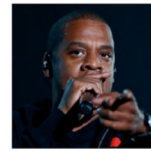
Warren Buffett

Top Motivator Clues

- Many books/magazines related to business.
- Will focus on what he/she will get from a process.

Stressor/Dis-satisfiers:

- Wasted resources: time and material.
- Lack of efficiency.



Jay Z

INDIVIDUALISTIC/POLITICAL

VISIBILITY – A drive for personal influence, recognition, and control

Serena Williams: "I always believe I can best the best, achieve the best. I always see myself in the top position."



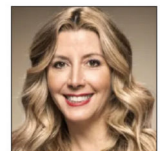
Tom Brady

Top Motivator Clues

- Takes independent approach to work and life.
- Focuses on what it takes to be the best, #1.

Stressor/Dis-satisfiers:

- Actual or perceived diminishing/loss of power.
- Inability to advance.

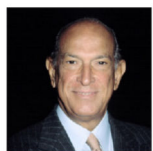


Sara Blakely

AESTHETIC

ENJOY – A desire for beauty, balance, and creating harmony

Danny Glover: "Art is about the dynamics of the human experience."



Oscar de la Renta

Top Motivator Clues

- Talks about how things make him/her feel
- A love and need for anything beautiful, natural and/or outdoors

Stressor/Dis-satisfiers:

- Too much objective focus.
- Inability to express feelings
- Chaos and disturbance around them.



Vera Wang

SOCIAL/ALTRUISTIC

SERVICE – A passion for helping others and making a difference

Muhammad Ali: "Service to others is the rent we pay for our room in heaven."



Mother Teresa

Top Motivator Clues

- A generous coach or teacher who listens closely to others
- Mentions volunteer and service work done on own time.

Stressor/Dis-satisfiers:

- Too much emphasis on bottom-line results.
- Decisions and actions that are insensitive to people.



Princess Diana

TRADITIONAL/REGULATORY

SOP– A respect for structure, rules, and a guiding purpose or belief system

Golda Meir: "One cannot and must not try to erase the past merely because it does not fit the present."



George S. Patton

Top Motivator Clues

- Strong military, religious, government or political focus.
- Questions about the process and protocol.

Stressor/Dis-satisfiers:

- Close mindedness by others.
- Lack of directions, order, structure.



Rosa Parks

THE INTERVIEW

ASK ALL SIX OF THESE QUESTIONS. If you listen closely, through the lens of the Workplace Motivators, you will hear themes and what they are most and least interested in.

1. Describe what you do in your current job. Share specific examples of how you add value in that job.
2. What jobs have you enjoyed the most? Why? Please share specific examples of what you enjoyed.
3. What jobs have you enjoyed the least? Why? Please share specific examples of what you disliked.
4. Give specific examples of past environments you worked best in.
5. Give specific examples of past environments that did not work well for you.
6. What kind of responsibilities would you like to avoid in your next job? Why?

GAS IN TANK – Motivation and Interest

Pick the Questions for the Top Two Motivators That the Job Rewards *(Shared below in alphabetic order)*

Read and select the following suggested interview questions as they relate to the rewards, culture and environment for the position. Modify questions to be more specific to the job and your company.

AESTHETIC

- How would you rank the importance of creativity and self-expression in your work? How do you personally express your unique creative style?
- Within your work environment, what single event, problem and/or unexpected situation has the potential to throw you off balance more than anything else.
- Describe how you would feel if you were to discover that an organization you worked for was misusing the earth's natural resources. How would you show your feelings?
- Describe your strategy for achieving and maintaining a comfortable level of balance and harmony in your life. What would you say you are most sensitive to in your work environment and/or in general?

INDIVIDUALISTIC/POLITICAL

- What role does being in control of a situation play in your job satisfaction? How important is it for you to control your own destiny?
- How important is independence to you? Power? Influencing others? What would be your level of satisfaction with a job if you had none of these?
- How do you go about influencing others to act? Give me a concrete, real-world example of a time when you were able to move a group of people to action and exactly how you did it.
- How good are you in taking directions from others? How much do you like doing so?

SOCIAL/ALTRUISTIC

- Is there ever such a thing as “too much” service? Explain your answer to me, please.
- Is there ever a point when employees should stand up and tell their manager that they are being mistreated? Give me an example of a circumstance where that might be the case.
- Tell me how you would service an account that kept having problems with your product and kept coming back, yet showed no promise of future business.
- What would you do if an employee was missing an undue amount of time to a family crisis? How would you handle it? At what point would you take drastic action? What would that drastic action be?

THEORETICAL/KNOWLEDGE

- Which is more important, action or knowledge?
- Would you consider yourself to be an expert in something? What is it? How did you go about gaining the knowledge?
- Tell me what you especially like or enjoy about learning things. What topics or subjects do you enjoy?
- How comfortable are you in taking the time, energy and effort required to master a subject or topic you currently know very little about? How about one in which you have very little interest?

TRADITIONAL/REGULATORY

- Is there an absolute right and absolute wrong? How do you decide what is right and what is wrong?
- Tell me about “rules”. Give me an example of a rule that you have relative to managing or leading others. Where did you learn that rule? How rigid is it?
- Have there been situations in your work experience when you were absolutely convinced that your rules or standards were superior to your employers? If so, why were they better? Were you able to convince your employees that yours were better?
- Do you sometimes feel that things would be easier and better if there were fewer rules and procedures? How do you deal with it?

UTILITARIAN/ECONOMIC

- How important is earning a lot of money to you? What do you consider to be a “lot of money”?
- Where would you like to be, financially, in 5 years? 10 years? Why?
- What role does earning a significant income play in your job choices? In staying in a job?
- Would you consider yourself to be a bottom line, practical thinker or are you more theoretical or philosophical? Why do you say that?