

**Utilitarian/Economic****“I need to feel like my work creates real value.”****Job Fit Red Flags**

What people say (or feel) when their motivators are out of alignment with their work.

- “This feels like busywork - what’s the actual impact?”
- “There’s too much process and not enough outcome.”
- “I’m spending time on things that don’t move the needle.”

**Theoretical/Conceptual****“I need to understand the why behind this work”****Job Fit Red Flags**

What people say (or feel) when their motivators are out of alignment with their work.

- “I am not learning anything new or challenging anymore.”
- “This work doesn’t really stimulate my curiosity.”
- There’s no space for deep thinking or exploration of new ways.”

**Individualistic/Power****“I need room to lead, be seen, and stand out.”****Job Fit Red Flags**

What people say (or feel) when their motivators are out of alignment with their work.

- “There’s no room for growth or visibility here.”
- “I’m not being given a chance to lead or stand out.”
- “My ideas aren’t being heard or taken seriously.”

**Aesthetic****“I want my work to feel meaningful and unique”****Job Fit Red Flags**

What people say (or feel) when their motivators are out of alignment with their work.

- “I feel disconnected and uninspired in this environment.”
- “Everything is rushed or chaotic, and it doesn’t feel right.”
- “There’s no room for creativity or thoughtful design here.”

**Traditional/Regulatory****“My work needs to align with my beliefs”****Job Fit Red Flags**

What people say (or feel) when their motivators are out of alignment with their work.

- “This goes against what I believe in.”
- “There’s no clear purpose or mission guiding decisions.”
- “Our actions don’t match our stated values.”

**Social/Humanitarian****“I need to know my work is helping someone”****Job Fit Red Flags**

What people say (or feel) when their motivators are out of alignment with their work.

- “It’s all about profit here, and it feels that people come second.”
- “I don’t feel like I’m making a real difference in the lives of others.”
- “No one seems to care about how we are feeling.”