

Motivational Maps Individual Case Study

Background

Motivational Maps were introduced into this company for Management Staff and this individual's results highlighted specific changes that needed to be made to improve her energy and motivation in the workplace.

The Map showed that this person had the Defender, Searcher and Spirit Motivators as her top three motivators. This combination means that she values stability and predictability in her work, to know that her work is making a difference and has meaning and having freedom and autonomy to complete her responsibilities.

Moving onto the PMA scores which measures a person's fulfilment in each motivator, the scores were on the lower end of the scale for the Defender and Spirit motivator.

Context for any Motivational Map is essential. This person was in the process of beginning a new role within the company that she was excited for and keen to get started with, however, she was still working in her existing role for part of the week as a replacement for her hadn't been secured. This meant she had two line managers and blurred boundaries about what she should be doing when.

This was evident in her Map as her sense of stability was being impacted and her desire for the freedom and autonomy to embark on her role was not being fully realised.

In the follow up coaching conversation where we processed the results and created an action plan to improve motivation we were able to construct the conversation that needed to be had with her new line manager to ensure the transition to her new role was accelerated.

A follow up Motivational Map after the transition to the new role was complete showed that the security that resulted the move meant the Defender motivation had a much higher satisfaction score. The Spirit motivation had actually become the lowest motivator as there was no longer a drive for the freedom to take on the new role and the Expert motivator had risen as she was in a learning phase for her role and feeling energised with the new challenge.

Key learnings and outcomes from the Motivational Map.

- The delayed transition to new responsibilities was having a demotivating effect which was experienced as a reduced sense of security and stability and a frustration at the lack of freedom to embark on the new role.
- The Map results formed the basis for discussions with Line Managers to ensure this transition was accelerated so that motivation and energy could increase.
- Once the transition to the new role was complete, motivation and energy increased and the top motivators changed to reflect the new role and the learning phase this person was in. This meant that her new line manager could see the value in being intentional with her training and mentoring for the new role.

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