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Good Day

Exceptional leadership. A better future.

Personality Essentials Series

Core Needs & Culture

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Discovering insights about your Motivation

Different things matter to each of us. Our values drive our actions, and provide insight into the environments that feel like a natural fit.

Welcome to your Report

This report looks at what motivates you and how you prefer to engage with your life and work goals.

From an employment perspective, your results can help you understand the kinds of environments that will be a good fit for you based on your values match with the organisational culture. Roles which satisfy your values should increase your performance and job satisfaction.

The motivations, drivers and values of individuals and teams have long been studied to better understand how people strive to meet their core needs. The assessment is built on Self-Determination Theory (Gagne and Deci, 2005) which identifies three basic psychological needs that underpin the growth and development of people. These are

The need for **Autonomy** - the feeling that you have choice and a willingness to drive your own behaviour.

The need for **Competence** - the experience of mastery and being effective in your activities.

The need for **Relatedness** - the feeling of being connected to and belonging with others.

Understanding what motivates someone to apply themselves effectively is a precursor to greater individual satisfaction, as well as higher team and organisational productivity, and alignment with workplace culture.

The Core Needs

Research has shown us that these seven factors describe your core needs and culture:

Need for Change. Concerns a person's motivation to seek out variety, novelty, and change.

Need for Influence. Describes a person's motivation for prestige, power, and influence.

Need for Pleasure. Identifies a person's motivation for formality, joy, and gratification.

Need for Achievement. Concerns a person's motivation for gaining new skills, achieving ambitious goals, and pushing for success.
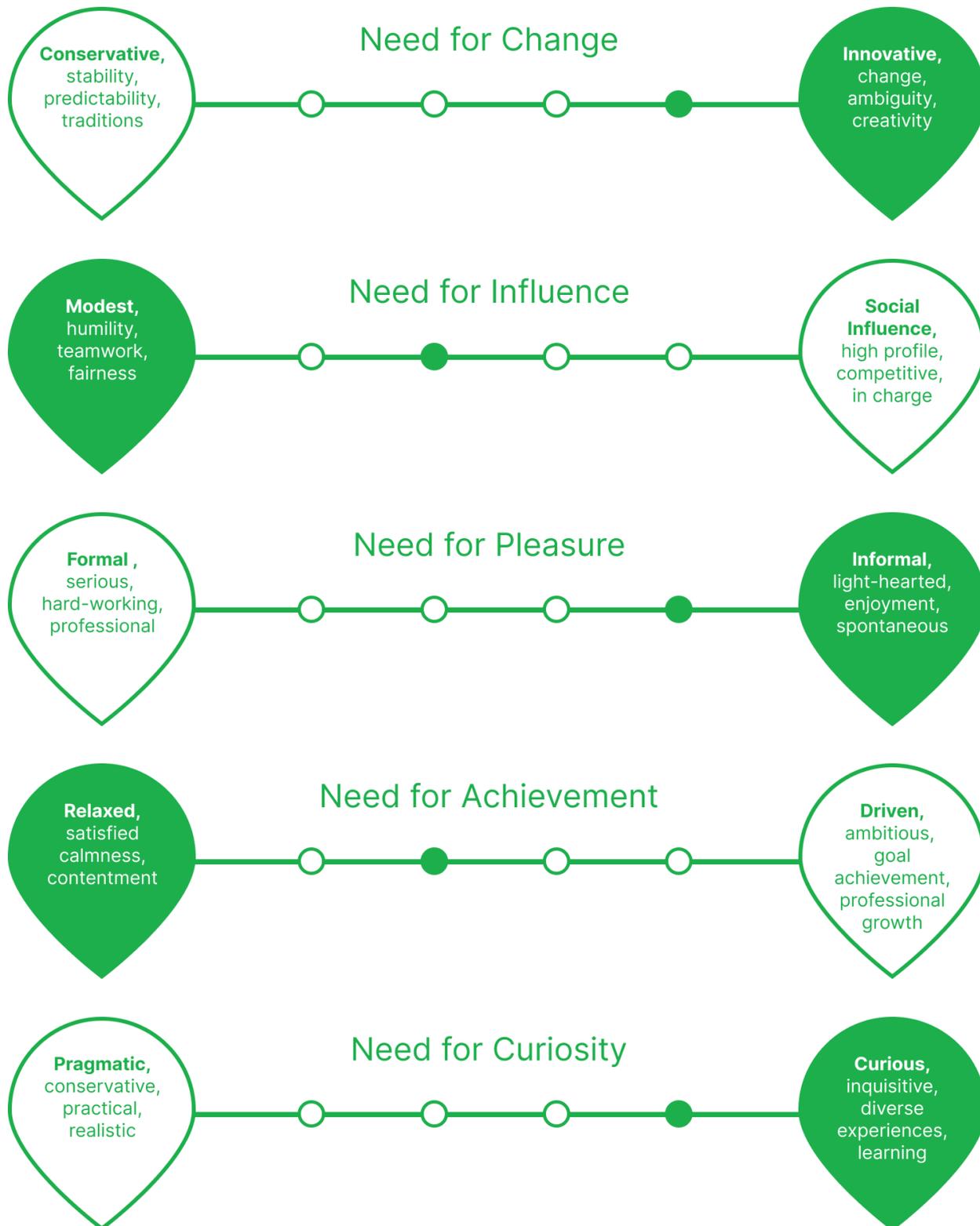
Need for Curiosity. Describes a person's motivation for learning and understanding the world.

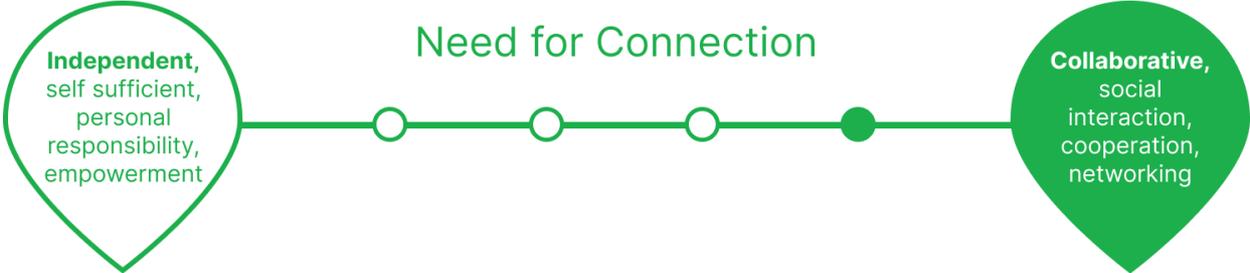Need for Connection. Identifies a person's motivation for social relationships, affiliation, and connection.

Need for Integrity. Concerns a person's motivation to live according to moral principles and to help others.
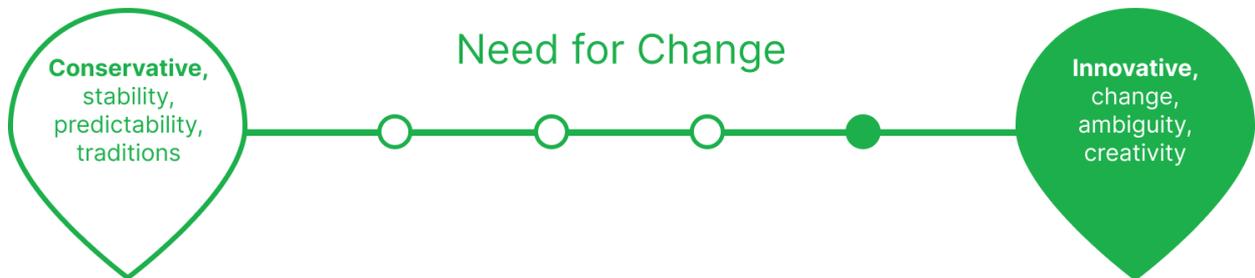
Your Work Culture Anchors

These are your core values anchors

Need for Change

Conservative, stability, predictability, traditions ──○──○──○──●── **Innovative,** change, ambiguity, creativity

Need for Influence

Modest, humility, teamwork, fairness ──○──●──○──○── **Social Influence,** high profile, competitive, in charge

Need for Pleasure

Formal, serious, hard-working, professional ──○──○──○──●── **Informal,** light-hearted, enjoyment, spontaneous

Need for Achievement

Relaxed, satisfied calmness, contentment ──○──●──○──○── **Driven,** ambitious, goal achievement, professional growth

Need for Curiosity

Pragmatic, conservative, practical, realistic ──○──○──○──●── **Curious,** inquisitive, diverse experiences, learning

Need for Connection

Independent, self sufficient, personal responsibility, empowerment

Collaborative, social interaction, cooperation, networking

Need for Integrity

Agile, flexibility, challenge norms, expedience

Principled, high standards, ethical responsibility, care for others

Need for Change

The Need for Change scale describes a person's desire to seek out tradition and familiarity, versus preferring change and variety.

Need for Change

Conservative, stability, predictability, traditions

Innovative, change, ambiguity, creativity

You have a clear preference for innovative work focused on making things different and challenging the status quo. You prefer having autonomy, and won't enjoy environments where there is close supervision, a high degree of reporting requirements, and a strong hierarchy.

Culture fit

You are very likely to fit best in work places that offer opportunities to

- be engaged in vital, exciting projects

- work at pace

- embrace change and variety

- demonstrate flexibility and autonomy

- change existing approaches or create something new

Biases

All our decisions and judgements are weighted by our values and preferences. Watch out for:

- *thinking 'new is better' or 'technology can fix it'*

- *not respecting tradition and ways things have been done before*

- *moving too quickly and not taking others with you*

- *avoiding process and quality checks*

Need for Influence

The Need for Influence scale describes a person's motivation for humility and collaboration, versus seeking social prestige and acknowledgement.

Need for Influence

Modest, humility, teamwork, fairness

Social Influence, high profile, competitive, in charge

You will be drawn to workplaces that value fairness and humility. You value cooperation and consensus a little more than most people. You will be less comfortable in workplaces that reward self-promotion or leaders that work to 'win-at-all-costs'. You will be happiest in places where people treat each other with respect and where you are expected to work collaboratively, rather than continually take charge.

Culture fit

You are fairly likely to thrive in workplaces that allow you to

- build equitable relationships

- encourage respectful interactions

- get work done without making too much noise

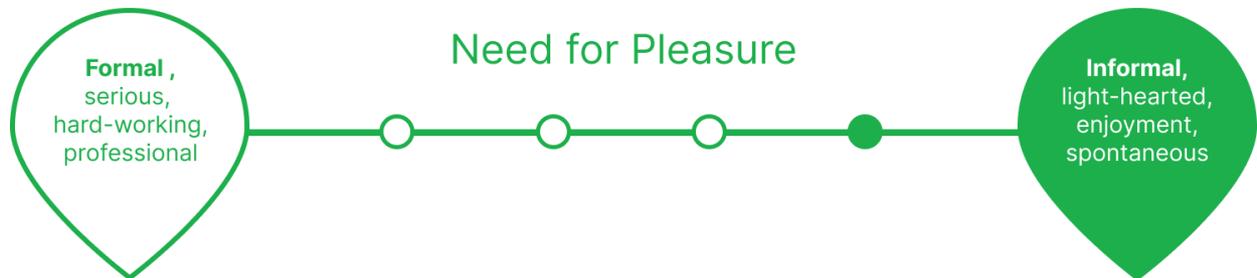- encourage consensus decision-making

Biases

All our decisions and judgements are weighted by our values and preferences. Watch out for:

- *putting others' interests ahead of your own*

- *overlooking opportunities to be visible and build credibility*

- *over consulting to the detriment of timely decision-making*

- *downplaying personal achievements*

Need for Pleasure

The Need for Pleasure scale describes a person's desire to work hard and follow social conventions, versus seeking enjoyment and informality.

Need for Pleasure

Formal ,
serious,
hard-working,
professional

Informal,
light-hearted,
enjoyment,
spontaneous

You will be most comfortable in workplaces that are informal and where lighthearted moments are shared. You value having opportunities to pursue work that you enjoy. You'll appreciate environments that are stimulating, fun, and entertaining, where you can mix business and pleasure. You are likely to find austere environments where formality is encouraged uncomfortable and restrictive.

Culture fit

You are very likely to fit best in work places that offer opportunities to

- work hard / play hard

- behave lightheartedly at times

- indulge in the finer things in life
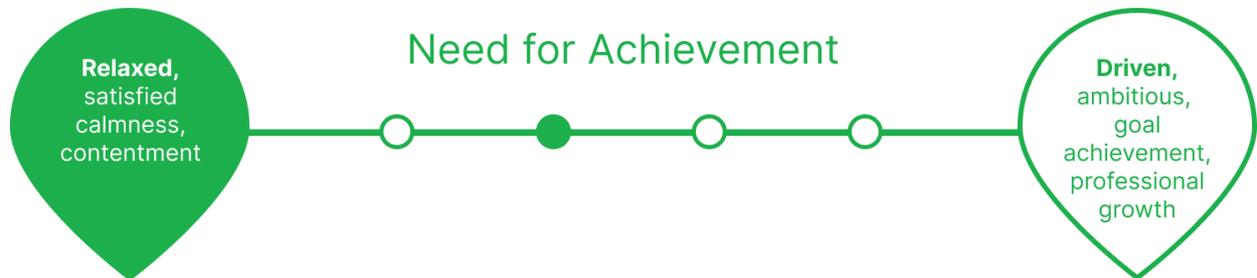
- seek work that you enjoy

Biases

All our decisions and judgements are weighted by our values and preferences. Watch out for:

- *not respecting others' boundaries between work and life*

- *assuming others have the same need for lighter-hearted moments*

- *inappropriately making light of serious situations*

- *over committing*

Need for Achievement

The Need for Achievement scale describes a person's motivation for being laidback and interested in other pursuits, versus being motivated by achieving ambitious goals, and gaining mastery.

Need for Achievement

Relaxed, satisfied calmness, contentment

Driven, ambitious, goal achievement, professional growth

You are likely to be drawn to workplaces where you can take direction from others and experts are on hand for guidance. You will be more engaged in environments in which you can pursue your personal interests and work within your comfort zone. You will probably find it somewhat less motivating to work for leaders who demand continual personal growth and where the organisation is continually focused on 'winning'.

Culture fit

You are fairly likely to thrive in workplaces that allow you to

- hone your current skills

- stay within your comfort zone

- follow the direction and opinions of others

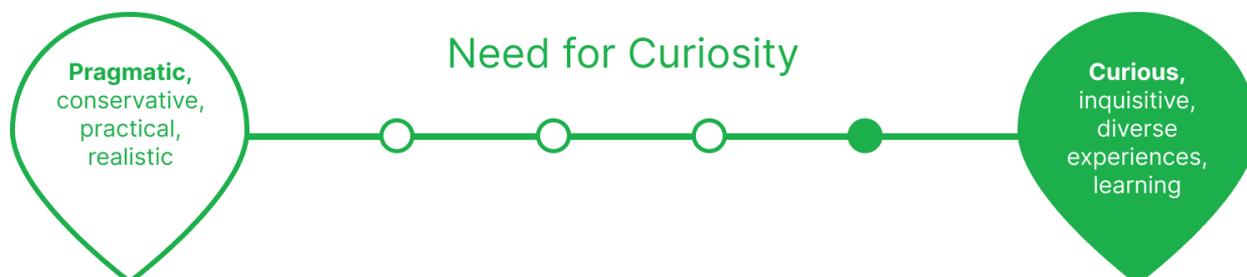- pursue interests outside of career and professional development

Biases

All our decisions and judgements are weighted by our values and preferences. Watch out for:

- *you contentment being mistaken for disinterest in advancement or new opportunities*

- *overlooking others' need for stretch goals*

- *neglecting opportunities to grow and broaden your skills*

- *not respecting others' drive and energy*

Need for Curiosity

The Need for Curiosity scale describes a person's desire to seek practicality and known facts, versus seeking greater understanding and learning new things.

Need for Curiosity

Pragmatic, conservative, practical, realistic

Curious, inquisitive, diverse experiences, learning

You favour workplaces that offer opportunities to explore new places, learn new things, and to understand the world. You'll most enjoy environments in which you can experiment and innovate and where leaders encourage and reward creativity and imaginative solutions. You are less likely to understand people who are conservative in their approach or have little need for novelty. You can be easily bored by predictability and continuity.

Culture fit

You are very likely to fit best in work places that offer opportunities to

- experiment with new ideas

- interact with creative and interesting colleagues

- work on a variety of projects and tasks and in new environments
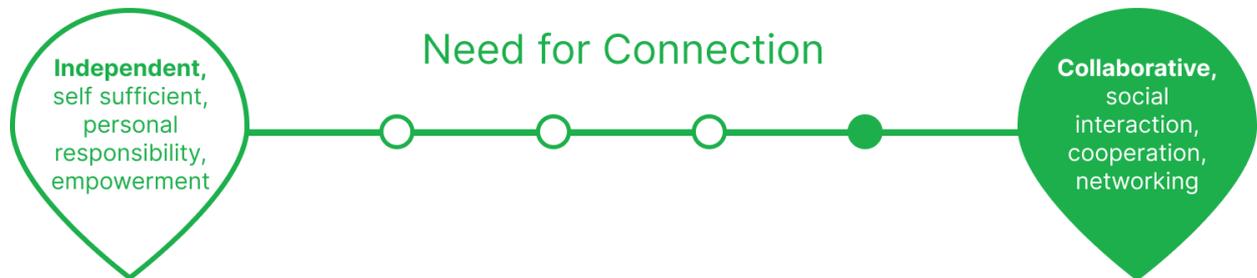
- invest in ongoing learning

Biases

All our decisions and judgements are weighted by our values and preferences. Watch out for:

- *assuming the tried and true solution is not the best option*

- *breaking things just to fix them*

- *losing credibility by not thinking ideas through*

- *going beyond project scope*

Need for Connection

The Need for Connection scale describes a person's motivation for being self-reliant and independent, versus being motivated by social relationships and working closely with people.

Need for Connection

Independent, self sufficient, personal responsibility, empowerment

Collaborative, social interaction, cooperation, networking

Workplaces that facilitate close-knit teamwork and cooperation will be highly motivating for you. You will be energised by working with leaders who seek frequent interaction and introduce you to their connections, and in environments that enable collaboration and networking. You probably won't enjoy quiet or isolated workplaces that leave you to work independently all of the time.

Culture fit

You are very likely to fit best in work places that offer opportunities to

- frequently connect with others

- work as a team

- grow a large social network
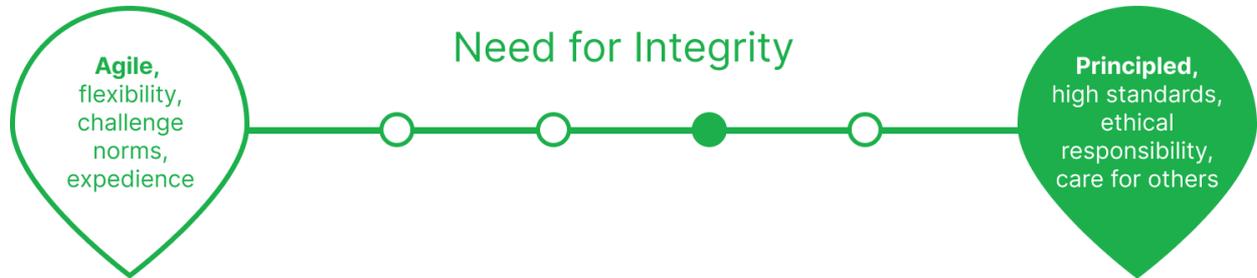
- work collaboratively

Biases

All our decisions and judgements are weighted by our values and preferences. Watch out for:

- *teaming on individual tasks*

- *superficial connections*

- *focusing on connections at expense of delivery*

- *following the crowd*

Need for Integrity

The Need for Integrity scale describes a person's desire to be flexible with their morals and ethics and to do what is expedient, versus being motivated by living closely to their own moral principles and displaying altruism.

Need for Integrity

Agile,
flexibility,
challenge
norms,
expedience

Principled,
high standards,
ethical
responsibility,
care for others

You are attracted to workplaces which you can help maintain the status quo and enforce high standards. You'll appreciate environments where problems are generally dealt with as being 'black and white' and expect others to operate to a clear moral code. You will embrace opportunities to help team members and respond positively to requests for assistance. At times you may give more of yourself to your work than is healthy.

Culture fit

You are fairly likely to thrive in workplaces that allow you to

- act on your principles

- adhere to your own moral code

- have your sense of 'right' and 'wrong' validated

- act altruistically towards colleagues

Biases

All our decisions and judgements are weighted by our values and preferences. Watch out for:

- *adopting an overly dogmatic approach to 'right' and 'wrong'*

- *rescuing others rather than supporting independence*

- *endorsing existing norms and structures which do not serve the organisation*

- *appearing change resistant on the basis of principles*
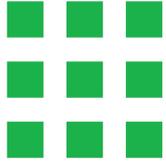
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