GFOA-SC | MONDAY 10.17.2022

FROM STRIVING & SURVIVING TO *THRIVING*

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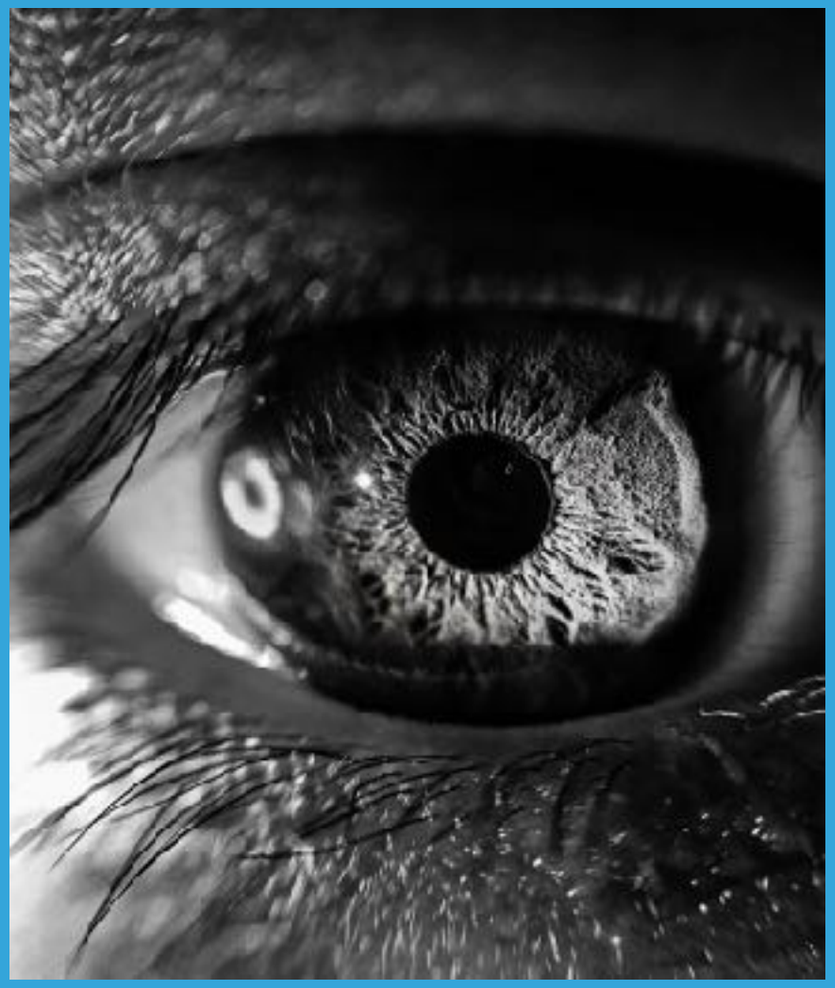
7 MOTIVATIONAL GIFTS

SEVEN MOTIVATIONAL GIFTS

PERCEIVER
SERVER
TEACHER
EXHORTER
GIVER
ADMINISTRATOR
COMPASSION

EI	Definition	Hallmarks
Self-awareness	The ability to recognize and understand your moods, emotions, and drives, as well as their effect on others	Realistic self-assessment
Self-regulation	The propensity to suspend judgment – to think before acting	Trustworthiness and integrity
Motivation	A passion to work for reasons that go beyond money or status	Optimism, even in the face of failure
Empathy	The ability to understand the emotional makeup of other people	Expertise in building and retaining talent
Social skills	Proficiency in managing relationships and building networks	Expertise in building and leading teams

PERCEIVER



APPROACH TO LIFE

DEEP THINKERS
DECISIVE
CONVINCING COMMUNICATOR
TRANSPARENT
LOYAL
VERBAL PROCESSOR

DIRECT
BLUNT
STUBBORN
POINTS OUT BLINDSPOTS

PERFORMANCE, SUCCESS & LEADERSHIP DEVELOPMENT

- PERFORMS WELL IN HIGH-PRESSURE JOBS
- STRICT PERSONAL & PROFESSIONAL HIGH STANDARDS
- ANALYSTS, AUDITORS & INVESTIGATORS
- CREATING & DEVELOPING PROCEDURES
- CONTRACT NEGOTIATOR

KEYWORDS:

- *Analyze*
- *Assess*
- *Challenge*
- *Convince*
- *Correct*
- *Decide*
- *Defend*
- *Dramatize*
- *Enforce*
- *Evaluate*
- *Expose*
- *Forewarn*
- *Impact*
- *Inspire*
- *Judge*
- *Negotiate*
- *Persevere*
- *Persuade*
- *Prevail*
- *Reveal*
- *Solve*
- *Strengthen*
- *Urge*
- *Warn*

SERVER

APPROACH TO LIFE

GOOD WITH DETAILS
ORGANIZED
PERFECTIONIST
RESPONSIBLE
INDUSTRIOUS

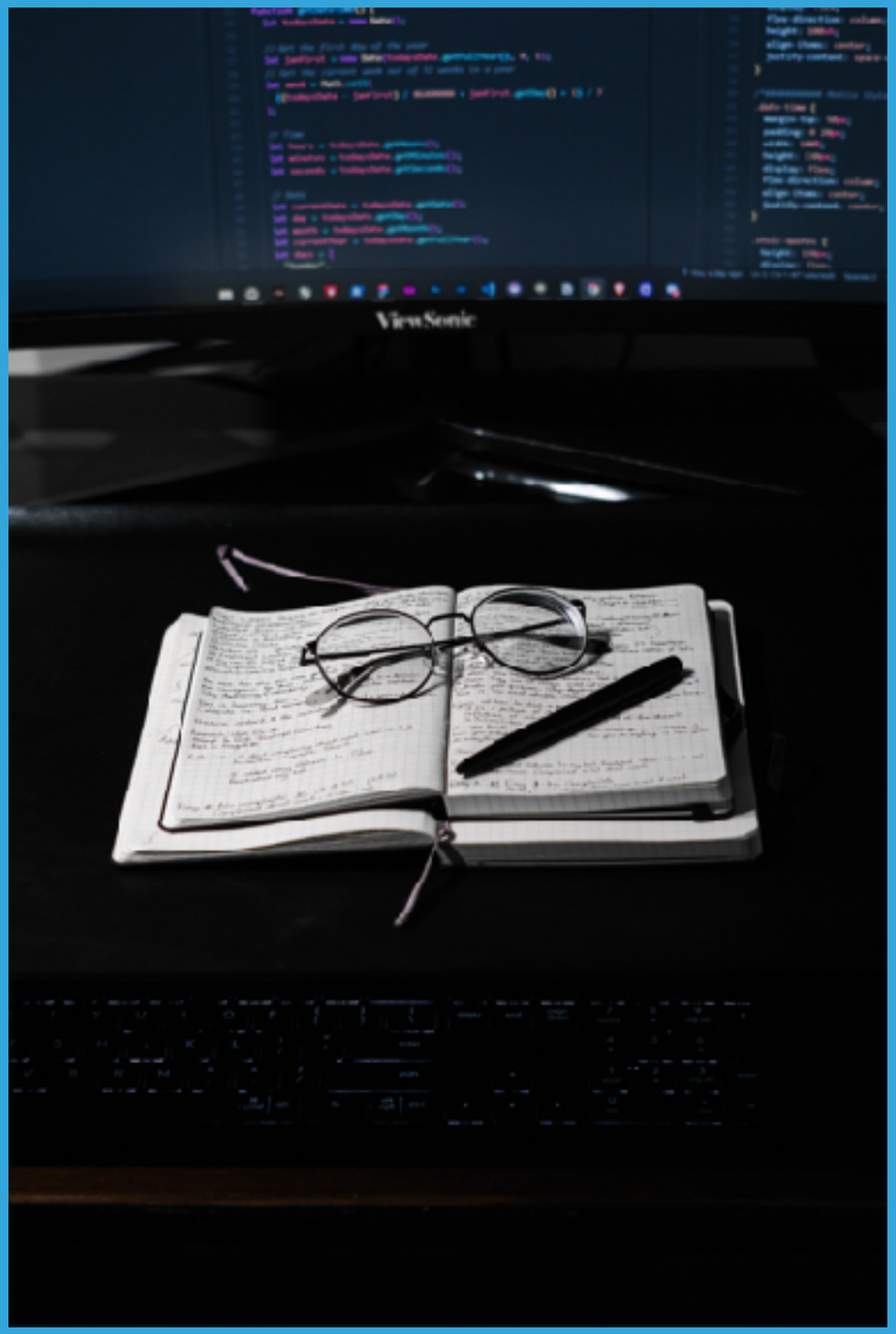
RELUCTANT LEADER
VERBALLY CHALLENGED
PERFECTIONIST
PROCRASTINATES

PERFORMANCE, SUCCESS & LEADERSHIP DEVELOPMENT

- PREFERS SHORT-TERM PROJECTS
- KEENLY FOCUSED ON NEXT-ACTIONS & SYSTEMATIC APPROACHES
- PREFERS TO WORK INDEPENDENTLY, BUT GOOD WITH GROUPS AS WELL

KEYWORDS:

- *Assist*
- *Assemble*
- *Be useful*
- *Build*
- *Carry through*
- *Complete*
- *Detail*
- *Develop*
- *Do*
- *Entertain guests*
- *Finish*
- *Fix*
- *Follow*
- *Follow-up*
- *Fulfill Expectations*
- *Handle*
- *Help*
- *Implement*
- *Make effective*
- *Meet needs*
- *Perfect*
- *Produce*
- *Serve*
- *Wait on*



TEACHER

APPROACH TO LIFE

RESEARCHER
EXCEPTIONALLY ARTICULATE
INTELLIGENT
SELF-DISCIPLINED
RESERVED

UNEMOTIONAL
UNEASY IN SOCIAL SITUATIONS
SEEMS UNFRIENDLY

PERFORMANCE, SUCCESS & LEADERSHIP DEVELOPMENT

- EXCELLENT WITH INVESTIGATING & SOLVING COMPLEX ISSUES
- WORKS WELL UNDER STRESS & WITHIN SCHEDULES
- CAN PREFER BOOKS / TECHNOLOGY MORE THAN PEOPLE / HUMAN INTERACTIONS

KEYWORDS:

- *Analyze*
- *Communicate*
- *Comprehend*
- *Discover*
- *Edit*
- *Educate*
- *Enlighten*
- *Evaluate*
- *Examine*
- *Experiment*
- *Figure out*
- *Formulate*
- *Instruct*
- *Interpret*
- *Interview*
- *Investigate*
- *Study*
- *Systematize*
- *Teach*
- *Train*
- *Tutor*
- *Use logic*
- *Validate*
- *Write*

EXHORTER

APPROACH TO LIFE

ENCOURAGES FULL POTENTIAL
PROVIDES STEPS FOR IMPROVEMENT
RELATES WELL TO EVERYONE
RECONCILER

UNSOLICITED ADVICE
INTERRUPTIVE
VERBOSE
OPINIONATED

PERFORMANCE, SUCCESS & LEADERSHIP DEVELOPMENT

- EXCELLENT AT MOTIVATING THEMSELVES & OTHERS TO ACTION, GOALS & OBJECTIVES
- GREAT COACHES | NATURAL COUNSELORS
- WORKS WELL IN STRESSFUL SITUATIONS
- MORE PEOPLE-ORIENTED THAN FACTS & FIGURES

KEYWORDS:

- *Achieve potential*
- *Advise*
- *Advocate*
- *Assure*
- *Build-up*
- *Coach*
- *Communicate*
- *Convince*
- *Counsel*
- *Cultivate*
- *Demonstrate*
- *Develop*
- *Direct*
- *Endure*
- *Encourage*
- *Expound*
- *Foster*
- *Give opinion*
- *Guide*
- *Improve*
- *Influence*
- *Motivate*
- *Persuade*
- *Talk*

GIVER

APPROACH TO LIFE

CONTENT
FRUGAL
LOVES TO EXTEND HOSPITALITY
GETS ALONG WELL WITH EVERYONE

STINGY
MANIPULATIVE
WORKAHOLIC

PERFORMANCE, SUCCESS & LEADERSHIP DEVELOPMENT

- EXCELLENT AT MANAGING RESOURCES & TIME
- GOOD FOLLOWER & GOOD LEADER, BUT MAY NEED ENCOURAGEMENT TO STEP-UP
- SUPPORTIVE & RESULTS-ORIENTED

KEYWORDS:

- *Accommodate*
- *Acquire*
- *Aid*
- *Assist*
- *Backup*
- *Bargain*
- *Budget*
- *Contribute*
- *Develop*
- *Endow*
- *Entertain*
- *Expedite*
- *Host*
- *Improve*
- *Invest*
- *Make better*
- *Multiply*
- *Patronize*
- *Procure*
- *Rescue*
- *Share*
- *Succeed*
- *Support*
- *Sustain*

ADMINISTRATOR

APPROACH TO LIFE

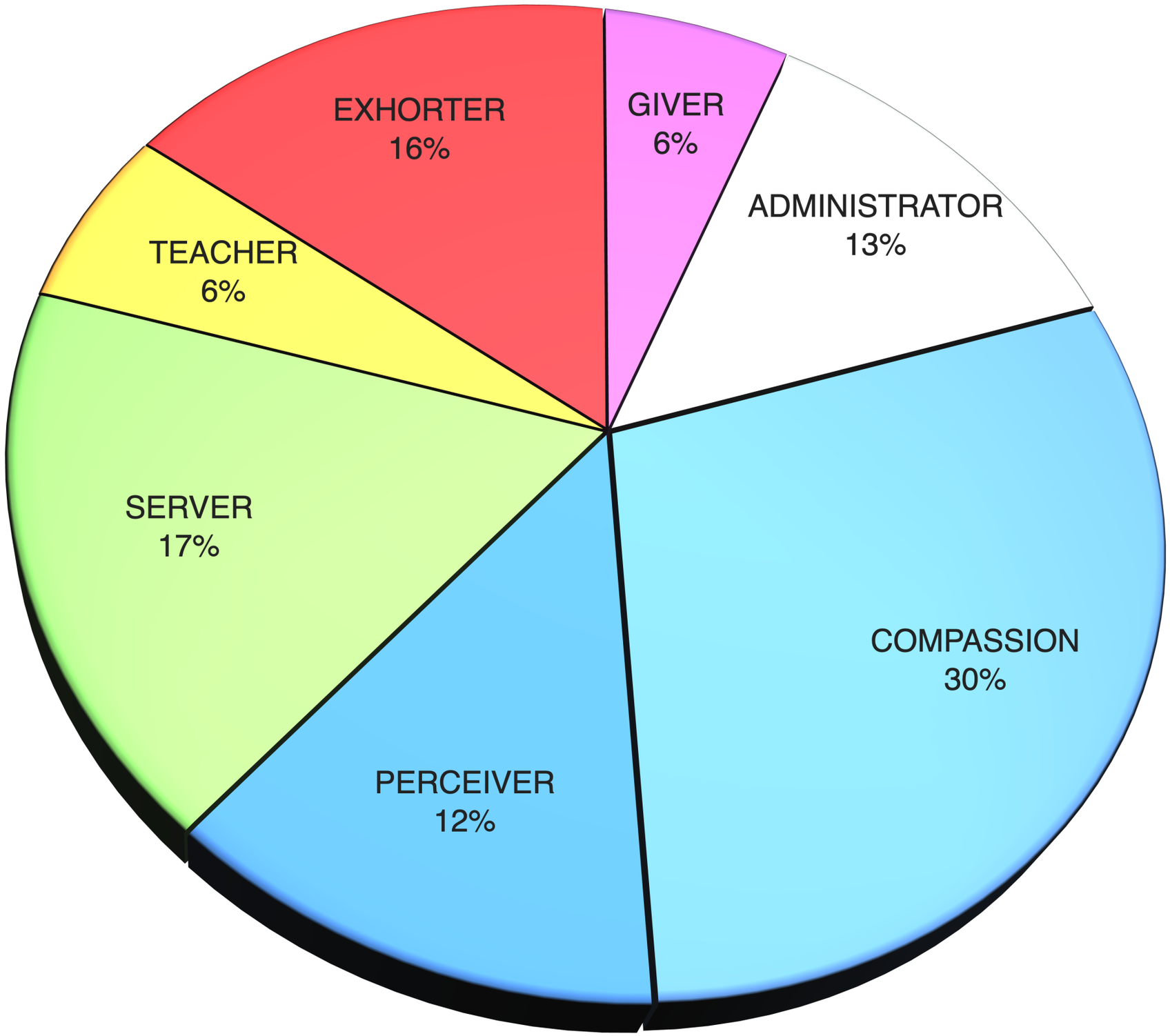
DELEGATES WELL
COMPETITIVE
LOVES CHALLENGES
GREAT COMMUNICATOR

DOMINEERING
CALLOUS
NEGLECTS ROUTINE WORK

PERFORMANCE, SUCCESS & LEADERSHIP DEVELOPMENT

- EXCELLENT PROJECT PLANNER
- ENJOYS LIST MAKING & NOTE TAKING
- COMMUNICATES USING CHARTS, VISUAL ILLUSTRATIONS & GRAPHS
- DOESN'T EXCEL IN CO-LEADERSHIP ROLES

PERCENTAGE OF PEOPLE WHO HAVE EACH GIFT



KEYWORDS:

- *Achieve*
- *Accomplish*
- *Attain*
- *Authorize*
- *Be challenged*
- *Be in charge*
- *Conduct*
- *Control*
- *Coordinate*
- *Create*
- *Design*
- *Envision*
- *Establish*
- *Explore*
- *Facilitate*
- *Govern*
- *Guide*
- *Handle projects*
- *Initiate*
- *Pioneer*
- *Plan*
- *Set goals*
- *Strategize*
- *Supervise*

COMPASSION

<u>APPROACH TO LIFE</u>

PEACEMAKER
NON-CONFRONTATIONAL
EASY GOING
CREATIVE
CARING

MODERATE or SLOWER PACE
FEELINGS EASILY HURT
INDECISIVE
TARDY

PERFORMANCE, SUCCESS & LEADERSHIP DEVELOPMENT

- GUIDED BY FEELINGS & EMOTIONS
- APPRECIATES GOOD & HEALTHY RELATIONSHIPS
- LESS PRODUCTIVE IN HIGH-PRESSURE & TIME SENSITIVE ENDEAVORS
- PRONE TO TAKE UP THE CONCERNS OF OTHERS

KEYWORDS:

- *Accept*
- *Accommodate*
- *Affirm*
- *Assist*
- *Be thoughtful*
- *Befriend*
- *Bring together*
- *Build relationships*
- *Cheer up*
- *Comfort*
- *Empathize*
- *Forgive*
- *Nurture*
- *Promote unity*
- *Rescue*
- *Respond*
- *Restore*
- *Renew*
- *Serve*
- *Show kindness*
- *Support*
- *Sustain*
- *Sympathize*
- *Trust*

QUESTIONS?

RESOURCES:

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DISCOVER YOUR MOTIVATIONAL GIFTS | Don & Katie Fortune

EMOTIONAL INTELLIGENCE, Why it can matter more than IQ | Daniel Coleman, PhD

EMOTIONAL AGILITY - Get Unstuck, Embrace Change and Thrive in Work & Life | Susan David, PhD

ATLAS OF THE HEART: Mapping Meaningful Connection and the Language of Human Experience | Brene Brown, PhD, MSW

BOUNDARIES FOR LEADERS: Results, Relationships & Being Ridiculously in Charge | Dr. Henry Cloud

CRUCIAL CONVERSATIONS: Tools for Talking when Stakes are High | Kerry Patterson, Joseph Grenny, Al Switzler, and Ron McMillan