

## Workplace Motivators “Soul Spirit Intentions” Memory Jogger Card

### High Theoretical/Knowledge: “The Learner’s Soul”

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

**For More Joy:** Research, study and learning opportunities. Work to become a product expert. You will tend to like facts and objectivity and may be methodical in approach. Can get ‘lost’ in the learning.

### High Social/Altruistic: “The Helping Others Soul”

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.

**For More Joy:** Make sure you get opportunity to help, coach and champion others. Will want an organization that is committed to its people and clients. Get support @ saying no so you don’t burn out.

### High Utilitarian/Economic: “The Business Person’s Soul”

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 workaholic.

**For More Joy:** Use your practicality & skills in reduction of waste and for saving. Will want gain in time, energy and money, do not spend much time on things that keep you from gaining. Will want everyone to pull equal weight, make you have competent partners.

### High Individualistic/Political: “The Power Player’s Soul”

May focus on being #1, what can be done for you. Energized by being charge and leadership. Strong ambitious goals. The buck stops here. May be impatient.

**For More Joy:** Do things that lend you power and influence; opportunity to be on advisory groups, to lead. Set stretch goals and make sure you get recognition. Make sure you can advance your position and power or you’ll feel frustrated.

**High Aesthetic/Form & Harmony: “The Balanced and Sensitive Soul”** May focus on subjective feelings rather than data. Energized by creating an environment of beauty and harmony. May be non-conformist.

**For More Joy:** Take on beautification project & programs that promote stewardship of the earth and /or beauty of product or service. You must have freedom to express feelings, creativity and quality. Find work and home environments that allow you to create and work in peace, balance and harmony.

### High Traditional/Regulatory: “The Process and Order Soul”

May focus on “you are with me or against me”; and will focus on what role faith plays in others’ lives. Precise time management. May be overly rigid.

**For More Joy:** Get in positions that allow you to enforce code, ethics and high moral standards, Positions that reward long term loyalty. Work for organizations that are committed to their mission and values. Get an opportunity to enforce and follow protocol and rules. Make sure you have structure at work and home.