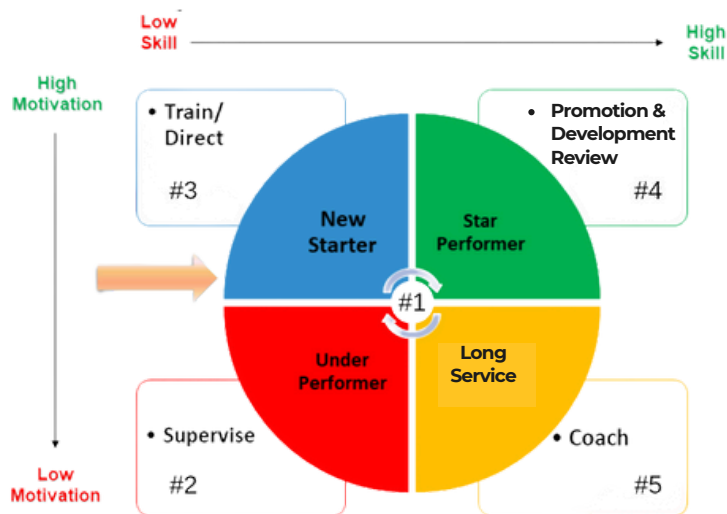


Top 5 Ways to Use Motivational Maps



Like any tool, Motivational Maps only make a difference when they're put to use. And what a difference they can make!

Here are the Top 5 Ways we use Individual Motivational Maps based on the Situational Management model.

Everyone does things slightly differently, so please adjust to suit your style and the organisation's culture. This Guide is designed for use by trained Motivational Map® Practitioners.

1

A Form of Staff Survey

Purpose

Increase self-awareness and create strategies to increase motivation. Managers will understand what motivates their teams.

Method

- All employees to be Mapped, or you may start with one team, e.g. the Leadership Team.
- Identify anyone with unexpected results, e.g. low scores & discuss with their Manager.
- Discuss Map results with the Manager, advising on team Motivation Strategies.
- Arrange feedback & coaching sessions to identify personal Motivation Strategies.
- Consider repeating annually, and using the Maps as part of the Appraisal/ Review process.

2

Supervise Performance

Purpose

To support an employee who is underperforming & their Manager. There are usually 3 outcomes: Ideally, the employee's performance improves. Alternatively, the employee may realise the role/organisation doesn't and won't motivate them, so they resign by choice. Or, the employee's performance doesn't improve & disciplinary procedures may follow.

Method

- Map the employee & arrange a 1-2-1 feedback & coaching session to identify any blocks to motivation (may be caused by the individual, the manager, or lack of resources). Help the employee find strategies. You may agree to assist with conversations with HR/ Manager & create a 30-day action plan with them, which they commit to.
- Agree if a copy & Map results will be provided to their Manager.

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3

Focused Development Plan

Purpose

This is ideal for someone who's a new starter, in a new role, or at the start of a personal development programme.

Method

- Map the employee & arrange a 1-2-1 to provide feedback and coaching. The goal is to create a 90 Day 'Sprint' plan to help them settle in quickly, identify what and whom they need to know, demonstrate a level of confidence, and help identify development needs.
- Agree if a copy of the plan & Map results will be provided to their Manager. Ongoing coaching is recommended.

4

Recruitment/Promotion

Purpose

To increase the success of recruitment/promotion.

Quick Method

- At the second interview stage, Map the candidates.
- Use their information to create questions to understand the fit between the individual's motivators and the vacancy.
- Use them also to establish accuracy and importance, e.g. "I can see that demonstrating expertise is important to you. Can you tell me why? Give me an example of where you have been able to demonstrate expertise at work. How do you expect to be able to demonstrate expertise in the role we have available?"

For more questions, see chapter 5, Mapping Motivation for Engagement.

Full Method

- Map the top performers in a team to establish the motivators which seem to fit well.
- Use language which suits these motivators in any job advert, e.g. secure, make a difference, responsible for, belong.

Note: For external recruitment, non-skill-based profiling may contravene GDPR. We recommend using the motivator cards, asking the candidate to 'guess' their Top 3 and bottom motivators.

5

Coaching

Purpose

In this Situational Management context, our goal is to help people who are highly skilled but demotivated, or looking for a change. These are often employees with relatively long service.

Method

We wrap the Map into our coaching, always at the beginning, to help establish their needs and current emotional situation, and sometimes towards the end to assess progress. Actions & strategies are designed to align and meet their motivators. You can check this e.g. "How will this help you make a difference?"