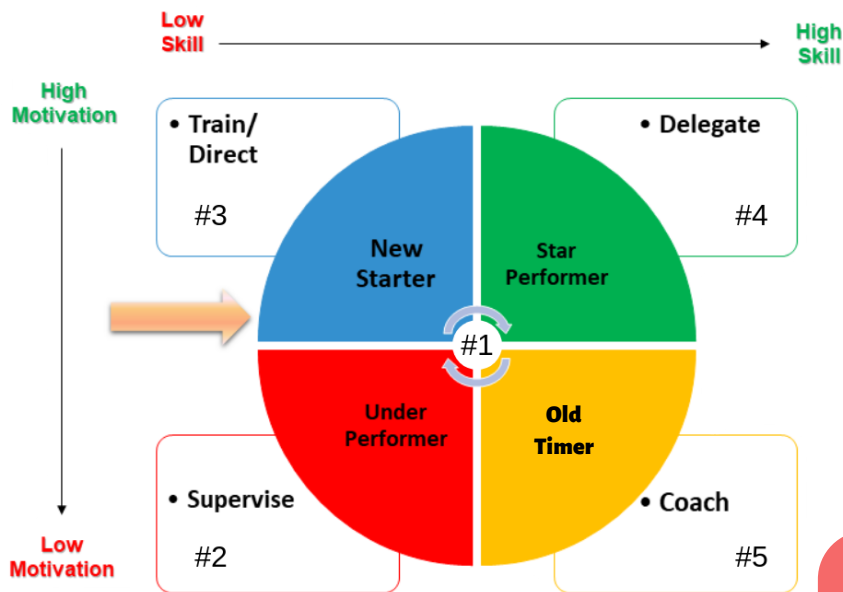


# TOP 5 WAYS TO USE INDIVIDUAL MOTIVATIONAL MAPS®

## Situational Management



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.

### A Form of Staff Survey

1

#### 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.

### Supervise Performance

2

#### Purpose

To support an employee who is underperforming and their Manager. There are usually 3 outcomes:

- ideally the employee's performance improves.
- the employee may realise the role/ organisation doesn't and won't motivate them, so they resign by choice.
- the employee's performance doesn't improve and disciplinary procedures may follow.

#### Method

- Map the employee.
- Arrange a 1-2-1 feedback and coaching session.
- Identify any blocks to motivation (which 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/ their Manager.
- Create a 30 day written action plan with them, which they commit to.
- Agree if a copy and Map results will be provided to their Manager.

3

### Focused Development Plan

#### *Purpose*

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

#### *Method*

- Map the employee.
- Arrange a 1-2-1 to provide Map feedback and coaching. The goal of the coaching is to create a 90 Day 'Sprint' plan to help them settle in to their roles quickly, identify what and who they need to know and demonstrate a level of confidence and/ or help identify development needs. The Map helps to 'unlock' these.
- 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 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?"

For more information on using Motivational Maps® or being accredited contact us:

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