

# Essential Motivators™

Boost Collaboration by Better Understanding Yourself and Others

## Improve Critical Interpersonal Dynamics

Interpersonal dynamics are more important now than ever. Friction and misunderstandings in work relationships constantly drain efficiency and cause frustration and problems. When individuals have a better understanding of themselves, they can bring their best skills and talents to their work. And when people understand and appreciate the strengths and needs of their coworkers, their relationships flourish, their workgroups become true teams, and their collective potential is unleashed.

Several other popular personality and temperament systems are in use, but these systems tend to be too complex for most people to apply in their moments of need. Essential Motivators teaches a four-pattern framework that is powerfully simple, effective, and fun to apply, and allows all employees to reap its benefits.

The Essential Motivators framework was developed by author and expert Linda Berens, who has over forty years of experience in teaching people to recognize their strengths, transcend their weaknesses, and work together better.

## Outcomes



Increase Organizational Effectiveness



Deepen Collaboration



Improve Employee Engagement



Boost Empathy



## Learning Objectives

- Understand how core needs influence motivation, career satisfaction, communication, and problem-solving
- Discover and manage unique stressors and shadows
- Identify Essential Motivators patterns in others
- Appreciate others for who they are and what they need

### Essential Motivators™ Model







The Essential Motivators framework will help you identify your pattern of core psychological needs, values, talents, and behaviors so you can better understand yourself and others, be more effective, and appreciate different perspectives.

#### Who Should Attend?

- Individuals
- Teams
- Managers
- Executive Leaders
- Anyone who wants to become more knowledgeable and active proponents of inclusion in their workplace

### A Way to Understand People's Strengths and Needs

Blanchard uses a process of self-discovery in which learners have an opportunity to reflect on their true selves. Essential Motivators teaches an easy-to-apply system of four patterns that helps people become more collaborative and effective:

-  **Air**—Strategic, theoretical, and focused on designing solutions. They want to be competent and achieve mastery.
-  **Earth**—Hungry for responsibility, accountability, and predictability. They want to be involved and have a place to contribute.
-  **Fire**—Want the freedom to choose the next action and respond to the needs of the moment. They seek solutions to have an impact and get results.
-  **Water**—Want to be authentic and caring and develop meaningful relationships. They seek to develop potential and foster growth.

### Flexible Options to Meet Your Needs

**In-Person** In-depth Learning • Application • Practice • Action Planning

**Instructor-led Training:** 1-day session

**Virtual** In-depth Learning • Application • Practice • Action Planning

**Learning Journey:** Six-week online learning journey with weekly 60-minute live virtual sessions that include interactive discussions and breakout sessions

**Online** Awareness • Application • Performance Support

**Overview:** 35-minute online overview to teach the core content, followed by a one-hour facilitated session to discuss and deepen the learning with optional Reflect and Share

**Digital Assets:** Micro-activities to help reinforce learning (videos, resources, activities, tools)

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