

Instructions

Please put a check next to any statement that describes you consistently and in most situations. If it is only sometimes or maybe don't check it.

You can be motivated by elements in any of the focus areas at any given time but you do have natural preferences. These statements are meant to help you identify your strong natural preferences so check only those statements that truly match.

After you have read and checked the statements that fit you in all four quadrants of the survey, count the checks in each quadrant and mark the totals in each corresponding box to the right.

Totals

People	Things
Creativity	Discovery

People and Relationships Preferences

- You are out going and social
- You join clubs groups/teams
- You want to "talk out" problems
- You care about issues that affect people
- You want to make an impact or difference
- You need to be heard
- Recognition is important to you
- You value harmony above all else
- You have empathy for others
- Want to provide comfort to others
- You work well in a team
- Human life is sacred to you
- Sometimes dominate a conversation or cut people off to get your say
- Your animals are treated as human
- Have good people skills

Things and Functions Preferences

- You can see numbers in you head
- Math and/or science came easy for you
- Enjoy brain teaser games
- Like structure and logical thinking
- You attend to details and complete tasks
- You value the facts when solving a problem
- You need order around you
- You're good at building or fixing things
- You like to solve problems
- Can be insensitive to people's emotional needs
- May be able to design detailed drawings and plans
- Can figure the sq. ft in a room in your head
- Prefer to work alone until you solve the problem
- Need to be right
- Can see maps in your head

Creativity and Expression Preference

- You are happiest when creating something original
- You have a great sense of color and form
- You need to express yourself
- Sometime you're restless and unfocused
- You're flexible and adaptable
- You think out of the "Box"
- Sometimes you show off
- You love sports and play at least one
- Love music and play and instrument or dance well
- Mood is affected by music
- You get bored with routine
- You have great imagination
- Remember details of movies and plays
- Often create solutions to problems
- You can see shapes, maps & room details in your mind's eye

Discovery and Processes Preferences

- You love being outside
- You notice details in nature
- Can see the steps in a process at once
- Like to discover things
- Back up your thinking with researched proof
- Like to experiment
- Can get bored with a project once figured out
- Like structured thinking but don't always attend to practical details
- Like to be with and observe animals
- Feel strongly about ecological issues
- Need to correct improper thinking in others
- Can be stubborn when you think you're right
- May hurt peoples feeling
- Need to work things out alone
- Enjoy science related activities

Introduction

Motivation preferences predispose us to certain emotional needs and desires. The lists below suggest that we seek to attain certain emotional conditions. The distinction between need and want is fairly arbitrary but the goal is to identify what we might require for emotional comfort and what we are hoping to achieve or attain. If our needs are thwarted a negative reaction and loss of motivation may occur because we perceive that our wants may be unattainable.

Most of needs and wants described here influence intrinsic motivation. However, extrinsic incentives and rewards can sometimes be helpful and may also be influenced by our preferences so a few examples are cited. The needs and wants identified within the four quadrants of motivation preferences might be a tool for understanding behavior and identifying the incentives that might prove most effective.

People and Relationships

Need	Want
Recognition	Approval
Discussion	To be heard
To be involved	To help
To interact	Harmony
Focused attention	Praise and value

Possible Incentives/Rewards

- Family time
- Being with friends
- Cooperative game playing
- Undivided attention
- Recognition for helping
- Being needed

Things and Functions

Need	Want
Control	Order and closure
Structure	Organization
To be right	Feel competent
Promises kept	Follow through
Challenges	Solutions

Possible Incentives/Rewards

- Video games
- Staying on schedule
- Recognized when right
- Building or designing tools and toys
- Presenting result of a project
- Space/engineering camp

Creativity and Expression

Need	Want
To make, act	Creativity
Dance or play	Movement
Recognition for originality	Appreciation of talent
Time and materials	Expression
Leeway	To buck authority

Possible Incentives/Rewards

- Video games
- Films and sports
- Theater, dances
- Art equipment
- An audience doing and
- Displaying art
- Talent-related classes and camps

Discovery and Processes

Need	Want
Proof	To figure it out
Open inquiry	Discovery
Let do it alone	Autonomy
Originality	Talent
To try it	Weigh options
Some space	Time alone
Clear explanation	To understand
To do it their way	Originality
Challenges	Experimentation

Possible Incentives/Rewards

- Animals
- Plants/garden
- Nature trips
- Science games and camps
- Mysteries to solve
- Discovery video games