



A Nail... A Mirror... A Seed

OWN
your
game.

Already Have



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OWN
your
game.

Lost it



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OWN
your
game.

Find it



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OWN
your
game.

Missed it

it[®]

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OWN your game.

Don't know
you were made for

it[®]

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Nike tells us just to
DO
it[®]
WHY? WHAT? HOW?

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OWN your game.

The Mulligan

PURSUE YOUR POTENTIAL

In golf, a do over.
In life, a second chance.



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WHY?




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DONE




Burned Out



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Spinning Plates



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The Pain of Personal Prison

Freedom to make choices



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The Way

Your Path



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The Want

The Dream



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The Will

Are You Willing?



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Personal Accountability

Guess Who's Holding the Club?




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WHO?

Who Am I?




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What if?

Beliefs
Experiences
Attitudes
Actions




OWN your game.

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Pressure Points

To Understand the Present...we must examine the past.



Deserve to win
Before

Deserve to win
After

OWN your game.

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The Seed




OWN your game.

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The Seed

The Hartford Courant

Miller, 44 Shares Lead in Futures Classic
Three tied at 70 Entering Final Round

By Matt Eagan; Courant Staff Writer

Avon- The Futures Tour is supposed to be self-describing. It is supposed to contain players who are the future of the LPGA. But Saturday, at Blue Fox Run, the past refused to yield.

"Who is the woman that could be everyone's mother?" Cindy Miller said moments after shooting a first round 70, which was good enough for a share of the lead in the Connecticut Futures Golf Classic.



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Commitment/ Work Ethic

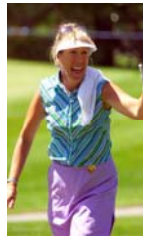
The Big Break



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The Win



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Your Goal/Expectation

The Want




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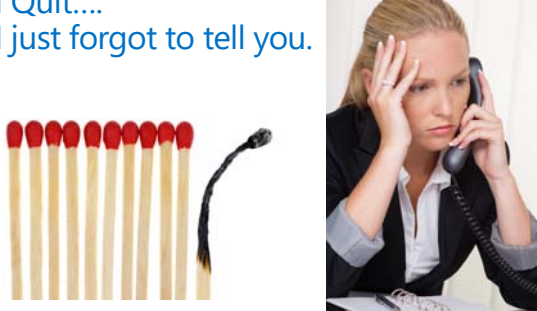


You can lead a horse to water.....
But...
You cannot make him drink.....



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I Quit....
I just forgot to tell you.



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The Facts

People do business with people they like.
Do people like you?



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The Facts

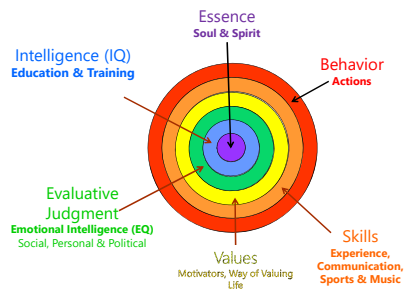
Passion
Authenticity
Trust
Loyalty
Customer for Life



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What is Measureable?

Behavior
Passion/Values/Motivators
Skills & Competencies
Judgment/ Acumen
Emotional Intelligence



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Why ?



- Of your actions
- The motivators that drive your actions.
- Learn to understand causes of conflict.

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Passion Report



Does not measure intelligence
Does not measure skill level
Does not measure educational experience
Does not measure behavioral style, intelligence, political position, or anything other than values
Does not measure morality
It is not a TEST at all

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Founding Father: Spranger

The foundation of this model is a book entitled "Types of Men" by Eduard Spranger in 1928.

- People see the world differently
- Identified 7 "attitudes"
- Sought to discover & understand "why" we see the world differently
- Recently revisited by Allport

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Why "Measure?"



To determine skills: **What** They Can do
 To determine motivation: **Why** They Do it
 To determine behavior: **How** they do it.

The report helps illuminate and amplify some of those motivating factors and to build on strengths that each person brings to the work environment.

The report ranks your relative passion for each of the seven motivators. Your top two and sometimes three motivators cause you to move into action. You will feel positive when talking, listening or doing activities that satisfy your top motivators

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What is The Motivation/ Passion?



- Theoretical:** A passion to search for knowledge and understanding.
- Economic:** A passion to gain return on investment of time, resources, and money.
- Aesthetic:** A passion for beauty, form, harmony, and balance.
- Altruistic:** A passion to serve and help others.
- Individualistic:** A passion for independence and uniqueness.
- Regulatory:** A passion for structure, order and routine.
- Political:** A passion for control, power, influence, and leading.66

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What are "The Motivators?"

General Characteristics

The primary driver here is the discover of knowledge and appetite for learning.

- Has a high degree of curiosity in a variety of areas
- A strong belief in life-long learning
- Is willing to take risks to learn something new
- Will use this knowledge to ensure economic security

Value to the Organization

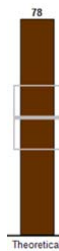
- This person will do prep-work and some to meetings well prepared
- High interest levels, always questioning
- Very high analytical skills and ability
- Actively engages in problem solving and strategic solutions

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Theoretical



What Does it Look Like?



- Very High:** Born genius, can't learn enough
- High:** A professor seeking to find new answers to old questions
- Average:** Willing to learn new things and read up on a topic
- Low:** I will learn if I have to, but an outline helps and point me to what is important
- Very Low:** Give me the Cliff Notes!


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Theoretical



What are "The Motivators?"

Economic



General Characteristics

A high score here show an interest in money and what is useful.

- Security that money brings to them and their family
- Motivated by money and bonuses for a job well done.
- Production, marketing, and consumption of goods.
- Very goal driven

Value to the Organization

- Able to multi-task to keep projects moving
- Will protect organizational or team finances
- High motivation to achieve and win
- Highly productive

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What Does it Look Like?

Economic




Very High: Driven to by consequences and outcomes, strong need to justify everything

High: Business executive that feels time is worth money and companies need profits

Average: Understanding of the consequence of decisions and action


Low: May not always think of consequences

Very Low: Repeat same mistake many times

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What are "The Motivators?"

Aesthetic



General Characteristics

This higher score indicates an interest in "form and harmony". Each experience is judges from a standpoint of grace, symmetry, and fitness.

- May not need a high visible profile on the team
- May keep an eye on the revenue clock, as they don't want to waste time or money.


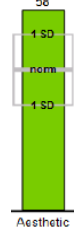
Value to the Organization

- Unpleasant surroundings will not adversely affect productivity and creativity.
- Sees a wider spectrum of the picture
- Not easily swayed on emotional issues.
- Good business sense and a good eye for what is practical

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What Does it Look Like?

Aesthetic

Very High: A monk or priest that cannot step on an ant because it is alive

High: A performer or restaurateur

Average: Respect for environment and possibly a hobby that is loved


Low: Can see beauty but do not care to play with it.

Very Low: Someone dress me please!

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What are "The Motivators?"

Altruistic/Social



General Characteristics

This higher score indicates a love of people. This person is kind, sympathetic, and unselfish.

- Shows a bottom-line practicality regarding helping others and sharing.
- Maintains a business sense in people transactions.
- May be generous to charities outside the job, but may balk at displaying at work.


Value to the Organization

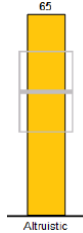
- Bottom line practicality regarding business and transactions
- Not easily swayed in terms of emotional issues
- Good business sense.

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What Does it Look Like?

Altruistic/Social





65

Altruistic

Very High: Driven to help like Mother Theresa, give time, money, and resources

High: A person in service to others a teacher, a nurse, a firefighter

Average: Knowing there is a need to serve the community


Low: Only help through other motivation

Very Low: Do not serve, or expect to be served.

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What are "The Motivators?"

Individualistic



General Characteristics

This passion is driven by the need to be seen as unique, independent, and to stand apart from the crowd. This is the drive to be socially independent and have opportunity for freedom of personal expression. Has ability to take a stand on an issue when necessary


Value to the Organization


- A passion to control their own destiny
- Seen as a stabilizing force in organizational operations
- Able to see both sides of the position
- Able to lead or follow when asked

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What Does it Look Like?

Individualistic





61

Individualistic

Very High: Driven by attention, fame, and to set oneself apart at all costs

High: A specialist in any field that wants to be known for being different or the best

Average: Understanding the balance between needs for self and needs for others

Low: May sacrifice own need for others

Very Low: A Navy Seal that gives his or her life for the service of others.

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What are "The Motivators?"

Regulatory


General Characteristics

The highest interest for this value may be called "unity", "order", or "tradition". These people seek a system for living. This system can be found in any authority that has defined rules and regulations.

- Believes in the importance of group or team efforts.
- Accepts authority, but also feels that personal opinions should be honored.

Value to the Organization


- Demonstrates an awareness of the necessary protocol and appreciates creative problem solving
- Flexible. Able to follow precedent when necessary and able to set new.
- A stabilizing force on the team
- May be perceived by others as mature and responsible in their approach.



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What Does it Look Like?

Regulatory



Very High: Make other people believe with force if necessary

High: A priest or monk helping others in their faith

Average: Strong sense of order & tradition

Low: Not sold there is only one way to do things

Very Low: A bit of a rebel challenging ideals



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What are "The Motivators?"


Political

General Characteristics

The highest interest for this value is being seen as a leader, and to have influence and control over one's environment or success. Competitiveness is often associated with those scoring high in this motivation.

Value to the Organization


- Strong leader, able to take control of a variety of initiatives and maintain control and balance.



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What Does it Look Like?

Political




Very High: Driven to be in charge like a dictator of a country

High: A member of an executive team

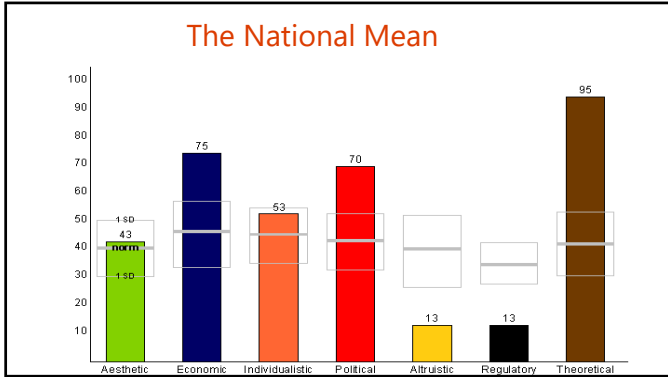
Average: Comfortable leading others, but not out to save the world

Low: No desire to be in charge, mentor people instead of lead.

Very Low: Avoids any form of confrontation



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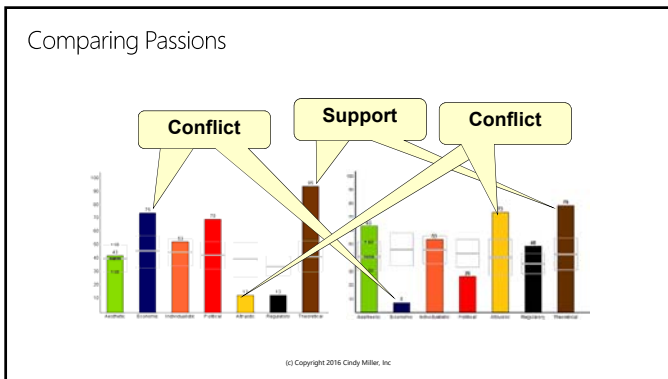
What are the challenges?

Theoretical vs. Utilitarian
Theoretical: A passion to discover, systematize, and analyze; a search for knowledge.
Utilitarian: A passion to gain return on investment of time, resources, and money.

The CEO of a company is looking to build the bottom line. He has the CFO going through data to research how they can lower costs. The CFO is concerned and motivated by getting all the right facts.

The CEO wants results and believes the CFO is taking too long. How can they better resolve this conflict?

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What's Your Why?

- Avoiding Pain ?
- Seeking Reward?

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your it.




What Do You Want?

- Is it realistic?
- Attainable?





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your it.



How will you get it?

- Do I have the resources?
- Time?
- Talent?
- The Will?




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your it.

I dare you..... to take another shot.....




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THE PROFESSIONAL DEVELOPMENT PROGRAM
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