



# THREE ROOT MOTIVATIONS BREAKOUT

Respect ♦ Value ♦ Approval

	<i>Their basic desires</i>	<i>When their basic desire is not met</i>	<i>They are motivated to</i>	<i>Others may experience them as</i>	<i>Helpful alternative responses for this person</i>	<i>When the alternatives are taken these people offer</i>
<b>RESPECT</b> Based Person	<ul style="list-style-type: none"> <li>To be successful</li> <li>To be right</li> <li>To be respected</li> </ul>	<ul style="list-style-type: none"> <li>They feel like a failure</li> <li>They feel incompetent</li> <li>Refuse to give honor and respect</li> </ul>	<ul style="list-style-type: none"> <li>Demand clarity</li> <li>Drive toward competence and success</li> <li>Garner support and action around their ideas</li> </ul>	<ul style="list-style-type: none"> <li>Competitive/ Transactional</li> <li>Assertive/ Purposeful</li> <li>Prideful/Arrogant</li> <li>Use people as resources</li> </ul>	<ul style="list-style-type: none"> <li>Give respect first</li> <li>Listen and Learn</li> <li>Value and affirm alternative views</li> <li>Win ownership of your ideas</li> </ul>	<ul style="list-style-type: none"> <li>Wisdom: applying knowledge effectively to meet needs and solve problems</li> <li>Efficiently assess needs/ gaps and formulate plans</li> <li>Leading with confidence</li> </ul>
<b>VALUE</b> Based Person	<ul style="list-style-type: none"> <li>To be valued and affirmed by others</li> <li>To be heard and understood</li> <li>To be significant</li> </ul>	<ul style="list-style-type: none"> <li>They feel worthless</li> <li>They feel insignificant</li> <li>They believe their input and ideas are not valued</li> </ul>	<ul style="list-style-type: none"> <li>Push for significance</li> <li>Draw out value for themselves</li> <li>Promote their status</li> <li>Expect continual affirmation</li> </ul>	<ul style="list-style-type: none"> <li>Political/Strategic</li> <li>Deceptive and Vague</li> <li>Manipulative</li> <li>Incongruent/Not Genuine</li> <li>Use people for attention</li> </ul>	<ul style="list-style-type: none"> <li>Find significance and identity apart from what they have to offer</li> <li>Commit to being genuine</li> <li>Allow people to be themselves</li> </ul>	<ul style="list-style-type: none"> <li>Inspiration: understanding and enhancing the value of others</li> <li>Affirming skills, gifts, abilities, talents</li> <li>Opening space for creativity, ideas, solutions</li> </ul>
<b>APPROVAL</b> Based Person	<ul style="list-style-type: none"> <li>To be approved</li> <li>To be comfortable</li> <li>To belong</li> <li>To be safe</li> </ul>	<ul style="list-style-type: none"> <li>They feel disliked</li> <li>They feel uncared for and afraid</li> <li>They feel unloved and abandoned</li> </ul>	<ul style="list-style-type: none"> <li>To please people</li> <li>To avoid:               <ul style="list-style-type: none"> <li>hard decisions</li> <li>pain</li> <li>conflict</li> </ul> </li> <li>To seek connection</li> </ul>	<ul style="list-style-type: none"> <li>People pleasers</li> <li>Insecure/ Indecisive</li> <li>Afraid of Conflict</li> <li>Use people as comforters</li> </ul>	<ul style="list-style-type: none"> <li>Recognize that others opinions of them do not define them</li> <li>Develop courageous determination</li> </ul>	<ul style="list-style-type: none"> <li>Community Builders: Knowing how to care for others and being sensitive to community needs to bring calm and stability</li> <li>Mediating healthy conversations and conflicts</li> </ul>