



ROOT MOTIVATIONS

Eden Business Concepts

Respect ♦ Value ♦ Approval

Every leader and employee is driven by one of three root motivations. These motivations control how they respond to everything and everyone.

WHAT IS YOUR PRIMARY MOTIVATION IN LIFE & RELATIONSHIPS?

Think about your interactions at work or at home -

Which scenario is more painful for you? What do you more avidly avoid?

- To feel like a failure, incompetent, ultimately *disrespected?*
- To feel worthless, unheard, misunderstood, ultimately *devalued?*
- To feel unloved, uncared for, insecure, ultimately *disliked?*

The question of what hurts more helps to focus on a fundamental human longing: respect, value, or comfort. When our basic need is met, we feel satisfied and energized to do our best. When it is not met, we feel defeated and unmotivated.

All three of these needs interplay inside you at times, but one of them drives your primary reaction to unexpected resistance or pain. While a personality inventory, leadership style assessment, or a type indicator can provide additional insight, your root motivation is the place all your responses will start.

3 ROOT MOTIVATIONS

Understand the why behind our reactions and responses:

Challenges and conflict become less daunting. Creativity and inspiration rise with more freedom.

RESPECT

"Look up to me." We really hate failure and have a high need to feel successful. That requires lots of clarity so we can be competent and confident that we are right.



WISDOM

Applying our knowledge, competence, and success to others: meeting needs, solving problems and making their lives better. We get there by listening, affirming, and giving respect first.

VALUE

"Adore me." We want to feel significant, worth hearing, and understanding. We hate being second-guessed and looked over. We need lots of affirmation, and we will vacuum value out of people and groups.



INSPIRATION

Choosing to find and focus value on others, inspiring them with the affirmation they long for. This opens space for creativity, ideas, and solutions.

APPROVAL

"Need me." We need to be liked, and we really hate pain. We will avoid hard decisions and conflict because they make us uncomfortable.



PEACE

Looking beyond our fear of pain and using our sensitivity to mediate healthy conversations and productive conflict.

When we drop our entitlements to respect, value, or comfort, we gain a new capacity to thrive in all our relationships.

**INTERESTED IN LEARNING MORE?
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