



# 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.*

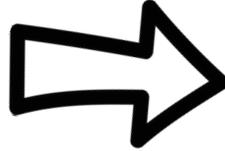
# 3 ROOT MOTIVATIONS

**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.*



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**INNOVATING WORKPLACES THAT** *Thrive*