

# Your Motivation Decoder

## THESE ARE THE 6 MOTIVATION COMBINATIONS FROM THE QUIZ.

### Which one were you?

#### THE RISK SPOTTER

Filter: Away From

Driver: Mastery

Need: Certainty / Significance

You're brilliant at spotting pitfalls before anyone else sees them. You keep projects safe, stable, and (mostly) disaster-free.

You're the one people secretly rely on, even if they roll their eyes when you sound "negative." You're not negative — you're safeguarding.

FLEX TIP

Don't just point out risks. Add the win: "Here's the danger... and here's what we get if we avoid it."

#### THE TRAILBLAZER

Filter: Options

Driver: Autonomy

Need: Variety

You thrive on possibilities, freedom, and fresh challenges. The moment things get predictable, you're itching for change.

You're the spark in a room — but you can overwhelm more structured colleagues with "yet another idea."

FLEX TIP:

Narrow your brainstorm to one or two clear options before you pitch. Less chaos, more impact.

#### THE STEADY HAND

Filter: Procedures

Driver: Mastery

Need: Certainty

You're the process person. You thrive when things are structured, reliable, and step-by-step. Chaos makes your eyelid twitch.

You're the team's anchor — but sometimes people see you as inflexible.

FLEX TIP

Experiment with a little looseness. Say "yes" to one small curveball and see what you learn.

#### THE GOAL GETTER

Filter: Towards

Driver: Purpose

Need: Growth / Contribution

You light up with a clear target and a sense of meaning. If it matters and it stretches you, you're all in.

You're driven — but you can steamroll people who don't work that way.

FLEX TIP

Translate your goals into what they care about. For some, that's safety or stability, not winning.

#### THE VISIONARY

Filter: Big Picture

Driver: Purpose

Need: Growth / Connection

You see themes, strategy, and patterns while others drown in detail. You're future-focused and inspiring.

You're the strategist — but you can frustrate detail-driven colleagues who want something concrete.

FLEX TIP

Pair your big idea with one practical next step. That way, people can act on your vision.

#### THE DETAIL DYNAMO

Filter: Detail

Driver: Mastery

Need: Certainty

You're eagle-eyed, precise, and raise the standard everywhere you go. You catch what others miss.

You're the safety net — but you can miss opportunities by focusing too small.

FLEX TIP

Ask yourself once a week: "How does this detail serve the bigger picture?" That question keeps you sharp and relevant.

## STEP 1. SPOT YOUR FILTER (NLP META-PROGRAMMES)

Your brain wears “filters” like glasses or Instagram settings.

Same situation, different filter = different reaction.

Which of each pair do you wear most often?

Towards → You chase goals & rewards. (“Imagine the bonus if we nail this!”)	Away From → You spot risks & avoid problems.
Options → You love variety & possibilities.	Procedures → You prefer clear steps & structure.
Proactive → You leap in fast.	Reactive → You wait, watch, and gather data.
Sameness → You keep consistency.	Difference → You seek change.
Big Picture → You think in themes & strategy.	Detail → You focus on accuracy & specifics.

## STEP 2. DECODE THE DRIVER (DAN PINK)

This is your fuel tank; what keeps you moving at work.

- Purpose: Meaning + contribution. (“This matters.”)
- Autonomy: Freedom to choose. (“Let me do it my way.”)
- Mastery: Progress + skill growth. (“I want to get better at this.”)

## STEP 3. FIND THE FUEL (TONY ROBBINS)

This is your deep wiring, the human needs that tug at you. Map your balance for each pair.



CERTAINTY:  
Stability, predictability.

VARIETY:  
Change, surprise, novelty.



SIGNIFICANCE:  
Feeling important, valued.

CONNECTION:  
Belonging, love, tribe.



GROWTH:  
Learning, evolving.

CONTRIBUTION:  
Giving beyond yourself.

(REMEMBER: you want all six, but usually two dominate.)

## STEP 4. MATCH IT UP (DECODER RING EXAMPLES)

Here's how the combinations show up at work:

**Options filter** → Autonomy + Variety.

Thrives in creative, flexible roles. Struggles in rigid cultures.

**Procedures filter** → Mastery + Certainty.

Perfect for regulated industries, hates chaos.

**Towards filter** → Purpose + Growth/Contribution.

Goal-focused, lights up when meaning is clear.

**Away From filter** → Mastery + Certainty/Significance.

Brilliant risk-spotter, can sound negative.

**Big Picture filter** → Purpose + Growth.

Strategic, visionary, but may skip detail.

**Detail filter** → Mastery + Certainty.

Keeps projects safe, can drown in minutiae.

**Proactive filter** → Variety + Significance.

Action junkies, love visibility, sometimes leap too soon.

**Reactive filter** → Certainty + Connection.

Measured, data-driven, but risk missing the moment.

**Sameness filter** → Certainty + Contribution.

Loves traditions, team glue, but resists change.

**Difference filter** → Variety + Growth.

Natural disruptors, drive innovation, but can exhaust others.

## STEP 5. TIPS TO FLEX YOUR WIRING

### KNOW YOUR COMBINATION.

*Which filter, driver, and need show up most in you?*

### DECODE OTHERS.

Listen to their language - do they talk about risks or goals, change or stability?

Translate, don't argue.

Pitch ideas in their language, not yours.

### BALANCE YOUR MOTIVATION DIET.

If you're drowning in Certainty, sprinkle in Variety. If you're lost in Variety, build small Certainties.

### PAIR WITH YOUR OPPOSITE.

Their blind spot is your strength (and vice versa).

Together you're fire.