

THE CORE TRUTH

Motivation isn't about willpower; it's about wiring.

We're all driven by hidden codes that shape how we work, decide, and connect. Once you understand yours (and others'), you can flex instead of clash.

That's how friction turns into fuel and progress feels lighter, faster, smarter.

KEY TAKEAWAYS

- Filters, drivers, and needs run the show. They quietly decide what energises or drains you.
- There's no "lazy." Just unmet needs and misaligned motivation.
- Different isn't difficult. Opposites can be your secret weapon (if you learn to translate.)
- Everyone acts with positive intent. Even if it's badly disguised.
- Flexibility beats force. When you meet people where they're wired, everything works better.

ACTION MOVES TO TRY

- **TAKE THE 'WHAT DRIVES YOU QUIZ?'**
- Decode Yourself: Spot your default filter. Are you "chaser" or "dodger"? "Rebel" or "rule keeper"? Then ask: what does that say about your needs?
- Decode Your Boss: Listen for their language - do they crave clarity, novelty, or control? Adapt your ideas in their motivational language.
- Balance Your Motivation Diet: Too much variety? Add certainty. Too much certainty? Inject some stretch.
- Team Up with Your Opposite: Pair your options with someone's process. You'll go further, faster, and miss fewer blind spots.

**DIFFERENT
ISN'T
DIFFICULT**

CONVERSATION STARTER WITH YOUR BOSS

"I've realised I'm most energised when I have a bit of autonomy and variety. Could we explore ways I can take ownership of X or rotate projects occasionally?"

ADD THIS TO YOUR BOLD MOVES BANK

- Play "Motivation Bingo." Spot at least two filters, one driver, and one need in your next team meeting. This works because it builds your awareness builds empathy (and influence).
- Treat others how they're wired to be treated.
- Why it works: You'll stop taking clashes personally and start leading intentionally.