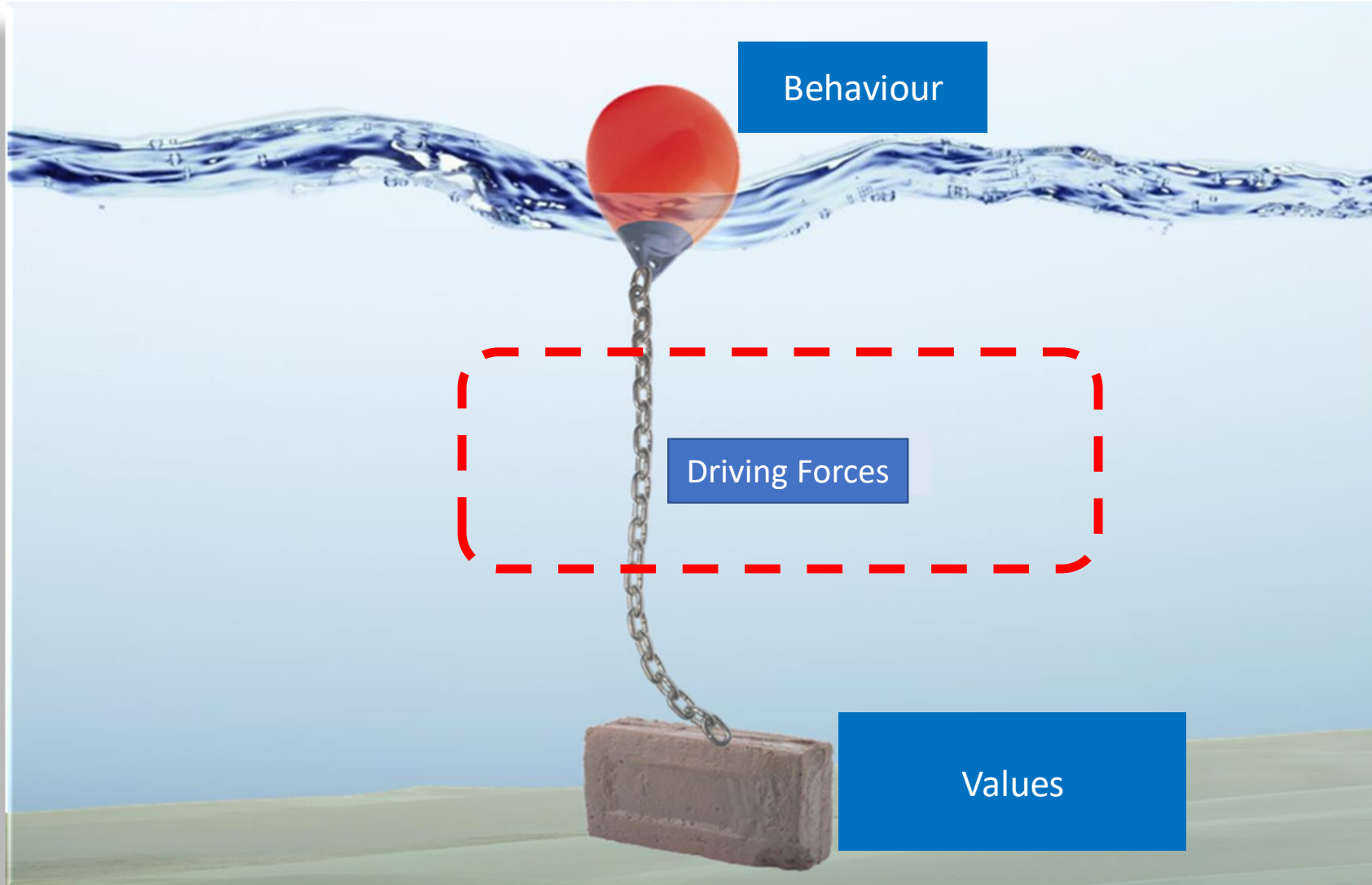




Your path to realizing
self-awareness

Self-Knowledge Video

Driving Forces: Ensize





Driving Forces assessment



- ✓ New dimension around the individual
- ✓ Differences in personalities
- ✓ The right reward system?
- ✓ Thoughtful corporate culture?
- ✓ Accurate recruitment?



Reasoning about strong driving forces

- What does this mean for me / us?
- What should my / our work environment look like to engage employees?
- How should our reward system be designed?
- What corporate culture should we have? Values?
- Our leadership models?
- How should we be towards each other in the team?
- Etc.



The seven driving forces



Characteristics of “Self-fulfilment” as a driving force



- No restrictions on new ideas
- Room for creativity
- Interested in own and others' development

Personal development and well-being



What environment would a person / group with “Self-fulfilment” be motivated by?



- ✓ Learn new things at work every day
- ✓ Creative expressions
- ✓ New and visionary ideas
- ✓ You can express yourself freely
- ✓ Positive response to ideas
- ✓ Personal development



Characteristics of “Consideration” as a driving force



Solidarity and compassion

- “My job is to help others”
- Engaged in charity or “just” a good friend
- Humanitarian reasons take precedence over economic ones



What environment would a person / group with “Consideration” be motivated by?



- ✓ Consideration of humanitarian consequences when decisions are made
- ✓ See the good rather than the evil in people
- ✓ That you contribute in a good way
- ✓ Fair work situation
- ✓ Help others



Characteristic of “Economic” as a driving force



- “You get nothing for free”
- Save or spend
- Willing to share but would like something in return

Financial security / independence



What environment would a person / group with “Economic” be motivated by?



- ✓ Investments give the expected outcome
- ✓ Recognition for good use of resources
- ✓ An attractive reward system
- ✓ Find the best deal
- ✓ Do not waste time or money
- ✓ Leave nothing to chance in a negotiation



Characteristic of “Ethical & Moral” as a driving force



- “I know what is right or wrong”
- Protects ethics in both private and working life
- Reformist or fundamentalist

Support the “good” forces



What environment would a person / group with “Ethical & Moral” be motivated by?



- ✓ No unethical business deals
- ✓ Overview consequences of a decision
- ✓ Clear interaction between people where EVERYONE contributes
- ✓ Clear values and “you live as you learn”



Characteristic of “Practical” as a driving force



- “It must work in practice”
- Resourceful and solid
- Good planner and / or organizer

Functionality and housekeeping



What environment would a person / group with “Practical” be motivated by?



- ✓ Resources are used in the best way
- ✓ Functionality more important than economy and form
- ✓ Projects / processes that work
- ✓ Practical views in the planning
- ✓ Practical skills



Characteristic of “Power / Influence” as a driving force



Control and success

- “End justifies the means”
- Control and power over oneself and others
- Want influence (and lead)



What environment would a person / group with “Power / Influence” be motivated by?



- ✓ Hierarchical system
- ✓ Clear division of roles
- ✓ Own success
- ✓ Discussions that lead somewhere
- ✓ Asked in decision-making processes
- ✓ Mandate and scope for decision-making
- ✓ Career planning with a clear goal
- ✓ Challenges leading to advancement



Characteristic of “Knowledge” as a driving force



Knowledge and truth

- “Knowledge is never heavy to carry”
- Critical and rational. Facts apply
- Future-oriented or historically interested



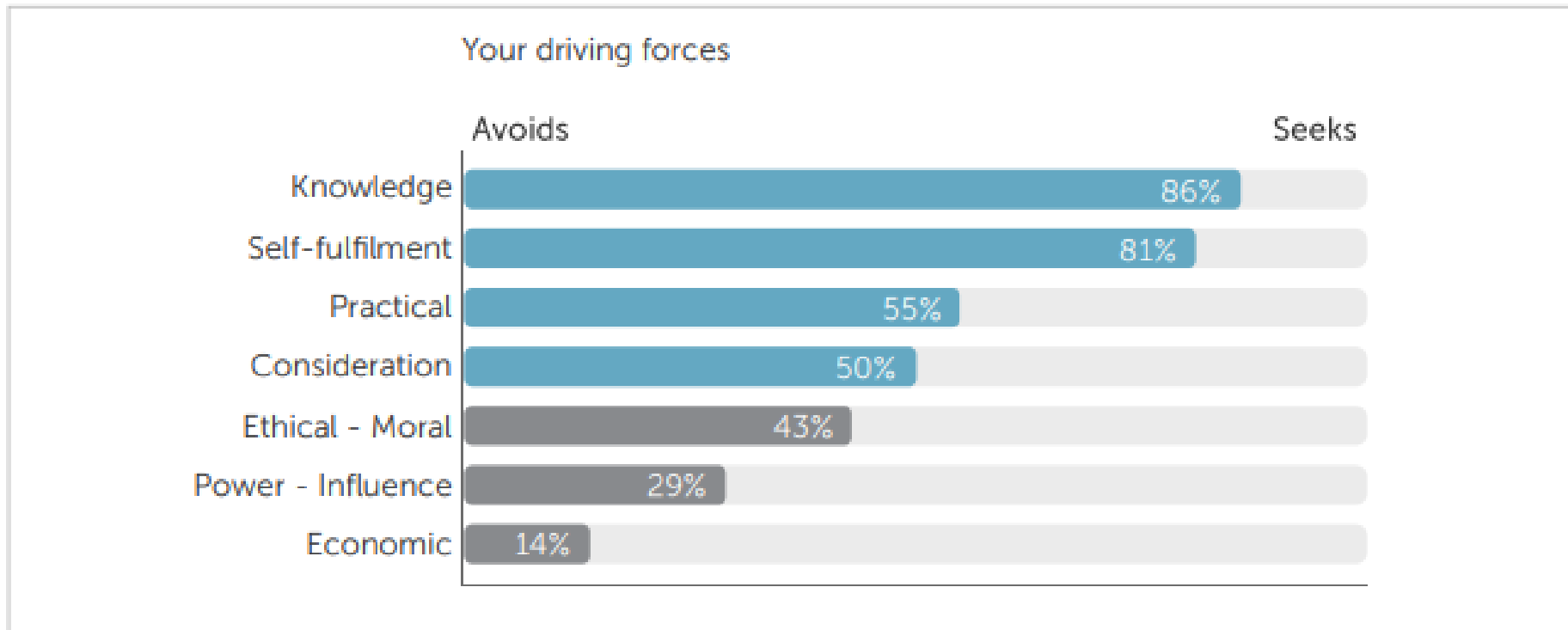
What environment would a person / group with “Knowledge” be motivated by?



- ✓ Objective descriptions
- ✓ Wise and rational values
- ✓ Statements that are rooted in facts and reality
- ✓ Work that challenges the intellect
- ✓ Time and space to read in on a topic
- ✓ Truth more important than security



Ranking of the driving forces



Low charges in a driving force do not mean that it does not exist, just that right now there is nothing that sets me in motion.



Your four strongest driving force

Your strongest driving force: Knowledge 86%

Individuals with Knowledge as a strong driving force are mainly interested in discovering, and looking for facts and information. "It's a joy to know!" This type of individual is keen to adopt a rational approach and usually disregards an object's beauty, practical use or economic value. Individuals with Knowledge as a driving force want to observe and understand the context. He/she looks at reality through critical and rational eyes.

Common characteristics of the driving force

- values are perceived and can be described as rational and wise
- rarely analyse and evaluate subjectively, but instead remain objective
- use their knowledge and skills to produce high quality work

Example of overuse of driving force

- The individual can become so absorbed by their quest for knowledge that their relationship with the people around them can suffer. Everyday duties can be entirely or partly deprioritised
- Safety and security can take second place when it comes to seeking "the truth"

Situations or factors that can lead to discomfort or stress

- when there is not enough time to collate enough information, for example, in order to make a decision
- people's offhand statements about facts that are unfounded
- work situations that do not challenge their intellectual skills



Different combinations of driving forces

Description of various combinations of driving forces

Self-fulfilment/Consideration

- helping others is a way of achieving self-development.
- my personal development and success must not be at the expense of others.
- what is good for me is not necessarily good for others.

Practical/Self-fulfilment

- practical creation is self-fulfilment.
- discovering practical solutions to a problem is a pleasure in itself.
- problem-solving works best in an open, creative environment.

Knowledge/Consideration

- knowledge must be used to help others.
- you can fight prejudice with knowledge.
- free access to information helps prevent abuse of power.



Combinations of behavioural style and driving forces

Yellow behavioural style with different driving forces



86%



Knowledge

Persons with a lot of yellow and knowledge as a driving force can be unusually focused, well-informed and convincing when it comes to subjects that interest them. They use knowledge to substantiate the ideas they want to convince other Persons of.



81%



Self-fulfilment

Persons with a lot of yellow and self-fulfilment as their driving force thrive in creative environments where there is room for innovation and experimentation. Perhaps not always focused on the fact that the experiment should also be financially viable or of practical use.



55%



Practical

Persons with a lot of yellow and a practical driving force have an ability to find creative solutions within existing resources. They often enjoy crafts and may have an artistic streak. They are keen to show others their creations.



50%



Consideration

The thoughtfulness driving force in persons with a lot of Yellow can manifest itself as encouraging the team/department to celebrate their successes and highlighting good performance. They are often the ones to remember birthdays and other anniversaries.