



## Boost Collaboration by Better Understanding Yourself and Others

Allowing people to collaborate more effectively:



Helps people understand others and value different perspectives



Helps employees feel more effective and engaged in their roles



Increases organizational effectiveness and deepens collaboration

## SOLUTION OVERVIEW

# Essential Motivators™

### Improve critical interpersonal dynamics

Interpersonal dynamics are more important now than ever. Friction and misunderstandings in work relationships constantly drain efficiency and cause frustration and problems. When individuals have a better understanding of themselves, they can bring their best skills and talents to their work. And when people understand and appreciate the strengths and needs of their coworkers, their relationships flourish, their workgroups become true teams, and their true potential is unleashed.

Several other popular personality and temperament systems are in use, but these systems tend to be too complex for most people to apply them in their moments of need. Essential Motivators teaches a four-pattern framework that is powerfully simple, effective, and fun to apply, and allows all employees to reap its benefits.

The Essential Motivators framework was developed by author and expert Linda Berens who has over forty years' experience in teaching people to recognize their strengths, transcend their weaknesses, and work together better.

The Essential Motivators framework will help you identify your pattern of core psychological needs, values, talents, and behaviors so you can better understand yourself and others, be more effective, and appreciate different perspectives.

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## Essential Motivators™ Model



### TARGET LEARNERS

Anyone who wants to better understand themselves and work more empathetically and effectively with others

Individuals, teams, managers, executive leaders

People trained in other temperament or personality typing systems who don't use those frameworks daily

## A WAY TO UNDERSTAND PEOPLE'S STRENGTHS AND NEEDS

Blanchard recommends a process of self-discovery in which learners have an opportunity to reflect on their true selves. The learning experience includes engaging participant materials, videos, and activities that show how to:

- Explore your superpower so you can develop and grow
- Understand yourself at a deeper level and how your core needs influence your motivation, career satisfaction, communication, and problem-solving
- Discover and manage your unique stressors and shadows
- Recognize others' core needs and work together more collaboratively
- Accept others for who they are and what they need, even if they are different from you

Essential Motivators teaches an easy-to-apply system of four patterns that helps people become more collaborative and effective:

**Air**—Strategic, theoretical, and focused on designing solutions. They want to be competent and achieve mastery.

**Earth**—Hungry for responsibility, accountability, and predictability. They want to be involved and have a place to contribute.

**Fire**—Want the freedom to choose the next action and respond to the needs of the moment. They seek solutions to have impact and get results.

**Water**—Want to be authentic and caring and develop meaningful relationships. They seek to develop potential and foster growth.

There are several ways to implement Essential Motivators in your organization:

- **Learning Journey:** A six-week extended virtual experience hosted on Blanchard Exchange. Weekly 60-minute live sessions include interactive discussions and breakout sessions. The Learning Journey structure deepens the learning experience and helps participants better understand the motivations of each pattern.
- **Online Overview with Debrief Session** (stand-alone or used in Learning Journeys): Self-guided online modules and videos introduce the Essential Motivators framework and provide a basic understanding of the four patterns and the self-discovery process.

Launch Essential Motivators in your organization to give your people a better understanding of themselves and others and a deeper appreciation of diverse perspectives.

Contact [davita@Da-Ni-Co.com](mailto:davita@Da-Ni-Co.com) or Call 301.848.0305 to Get Started

