

Core Motivation

A Personality Tool to Leverage Your Strengths and Communicate More Effectively

You will discover:

- Your natural strengths and what really motivates you
- What you want to avoid at all costs
- What helps and hinders your personal growth
- How others see the world and how best to communicate with them
- How to use your type to be the best leader you can be

Here are the guidelines:

- There are 9 different core motivations.
- Everyone has a little of each motivation type in their personality
- But you are only one core type (so one paragraph will stand out).
- To find your type, reach the nine following paragraphs.
- Choose the top three that describe you.
- To which one is really your type, turn to the charts and read more.

Core Motivation is a tool based on the Enneagram, a mixture of an ancient personality system and modern psychology.

The Core Motivation Paragraphs

Type One: The Perfectionist

I strive for things to be perfect and in place. If I am passionate about something, I work really hard and spend a lot of time on it. I want other things around me to be perfect, but I am mostly hard on myself. I am very critical of the things I do and I am very disappointed in myself when I make a mistake. I often have a lot of priorities on my plate, but I just want to improve my life and the lives of others. Often people follow my lead and I am comfortable in that leadership capacity. Whatever I have to do, it has to be done right and I will do what it takes to get there. Others might say I am intense or too serious at times, but I just like to be focused and I would rather relax when the work is done.

Type Two: The Helper

What really drives me is my ability to help others. I love doing things for somebody, especially if I know they will appreciate it. I feel like I know how best to help people because it is usually easy for me to determine their wants and needs. It might seem like I try too hard or am controlling at times, but it is

just because I want to help in the best way. I get satisfaction out of putting others before myself, though sometimes that takes its toll when I do not focus on my own needs. I like when others recognize that I am there for them and I usually have a difficult time saying no. I also place a huge emphasis on relationships. I give a lot of myself in hopes that others will recognize what I have given, and in turn will respect me for that. At the end of the day I hope that the people I help will be there for me when necessary.

Type Three: The Doer

I want to be the best I can be at what I do. Goals are important to me and I work hard at achieving them. I feel very successful when I meet my goals, and I want others to respect me for it. My mind works rather quickly and sometimes I can get irritable if something or someone seems to be working too slowly. Though I am personally competitive, I can also do well on a team and am well liked. I want to make a good impression on people and I care about how others view me. When I have a really passionate goal, I know just what to do to achieve it and stay motivated. I prefer to do only the things I am good at.

Type Four: The Artist

I like to express my emotions and I want others to understand me for who I am. I consider myself genuine and unique. I am constantly seeking more in terms of my life and I try to evaluate and consider what is missing. I do not like to be misunderstood and sometimes people might mistake me for being dramatic or caring too much, but really I just want to express exactly how I feel. I like to get to know others on a deeper level and form real connections. I am passionate about feelings and I want to accurately reveal myself to others.

Type Five: The Thinker

I love being the expert. Before I delve into something, I want to know as much as I can. I do not like to be wrong or corrected, which is why if I do not know something, I would rather not say it. I am happy to argue my points for what I believe is right, but if the facts do not support my idea, I will reconsider my idea. I often thrive on alone time and I like to think about my past experiences. I am pretty independent and I do not want to have to rely or depend on someone else. I crave information and knowledge and I am not shy in a group setting, where I can speak up and say what I know and express what I want. Overall, I am a simple person and my life is rather straightforward.

Type Six: The Friend

I like to be prepared for the worst. Often I envision worst-case scenarios so that I know just what to do in case they actually happen. I have a creative imagination and a somewhat odd sense of humor. I can be unsure of people in authority, especially if I do not trust them. Once I trust someone and have explored an idea, I will be very loyal. When it comes to new ideas, the first thing that usually comes to mind is what could go wrong. I would rather think it through before accepting it for face value. I am not much of a follower, especially when it comes to ideas, because I can easily pick out why I disagree with it.

Type Seven: The Optimist

I enjoy life at a fast pace. I like to create many options for myself and future plans. I keep many options open. I shy away from negative emotion and I hate feeling bored or trapped with my life. If I am upset over something, I do not want to dwell on it. Sometimes I will get really excited over something rather

quickly but then eventually I will get bored with it and forget about it or drop it. Often times I will start things that do not quite get finished. At the same time, I am very optimistic and I believe life is a ride that is meant to be enjoyed. When I have several options that I can choose from, I have a hard time deciding because I want them all.

Type Eight: The Defender

I like to be in control as much as possible. I am very blunt and honest because I want the things to be clear. It frustrates me when I feel like someone is conniving or unfair. At times I might seem controlling but I just want to take charge and keep things going smoothly. I try to hide my weaknesses because I feel vulnerable when someone else knows what they are. That being said, I think we should still recognize our weaknesses and do something about them. I would rather get something done on my own than be told what to do, which is why I sometimes have a hard time following orders from authority. I will not always respect a person of authority upfront, but when I do, I am much more willing to follow directions from them.

Type Nine: The Peacemaker

I like things to be peaceful and happy. I tend to avoid conflict and confrontation. Sometimes I cannot even recognize exactly what I want so I just go with the flow, especially in group settings. When I do know what I want, I might still agree with someone even if it goes against that. I might get angry at myself, but I do not like getting angry at other people, or when people are angry at each other. I have a kind heart and I know it can be taken advantage of. When I really need to I know how to stand up for myself. I am good at seeing multiple sides to a situation, both pros and cons.

Basic Desires, Fears and Internal Message

Number	Main Desire	Basic Fear; What I avoid	I'm OK when
1	to be perfect	being bad or flawed; mistakes, losing control	I do what is right
2	to be loved	being unwanted; disappointing others	I can help others
3	to be the best	being useless; failing and looking bad	I am recognized for achievement
4	to be unique	being forgotten; being rejected and fake	I express my true nature
5	to be right	being wrong; strong feelings and demands	I am the expert
6	to be safe	being threatened; being helpless and useless	I avoid danger
7	to be happy	being trapped in pain; limits, boredom, pain	I get what I want
8	to be in control	being weak; vulnerability, being controlled	I am strong
9	to be comfortable	being in conflict; tension and being uncomfortable	I am peaceful

Strengths, Learning Style, and Leadership

Number	Strengths and Learning Style	They step into Leadership
1	Principled. Eager to improve. Responsible. Will work to get things done right. Loyalty. Vision. Tend to be visual-based learners.	When they allow themselves to have fun. When they accept themselves and the situation as perfect just as it is.
2	Compassion. Helpfulness. Charming. Knowing how to help others. Empathetic. Tend to be audio-based learners	When they don't depend on the recognition of others. Focus on action that is also beneficial for themselves as well as others.
3	Successful and an ability to achieve a lot. Team player. Charming. Calm under pressure. Tend to be visual-based learners.	When they allow themselves to focus on fulfillment. When they can set aside a desire to look good for the sake of accomplishing a meaningful goal.
4	Creativity. Artistic. Romantic imagination. In tune with their emotions. Tend to be kinesthetic learners.	When they embrace the ordinary and work to make it exceptional. When they focus on principles, not getting sidetracked by emotions.
5	Scholarship. Thoughtfulness. Patience. Reliability. Creativity and an ability to create useful solutions and systems. Calm under pressure. Tend to be visual-based learners.	When they take action and connect with people. Thoughtful and astute, 5's have the ability to think deeply about problems to create lasting solutions.
6	Wit. Perseverance. Loyalty. Quick and questioning mind. Humor. Responsibility. Tend to be kinesthetic learners.	6's are magnetic when they focus on positive goals and view problems as challenges and opportunities. When they act on positive assumptions.
7	Vision. Excitement. Fun. Joy. Love to think up new ideas, connections. Entertaining and charming. Tend to be audio-based learners.	When 7's use their natural ability to stir things up for a purpose. When they are willing to face negative situations and emotions and stay focused on creating positive outcomes.
8	Decisive. Strong. Can get the job done. Fair. When in the service of others, they can become heroic. Tend to be kinesthetic learners.	8's usually have a big impact. As natural leaders 8's truly shine when they take other people's needs and feelings into account.
9	Ability to create peace. Maintain harmony in groups. Inclusive. Understanding. Accepting. Caring. Tend to be audio-base learners.	When they have a clearly defined goal and they are willing to step outside their comfort zone and take

Stress and Anger

Number	What causes Stress and Anger:	Nature of my Anger
1	Mistakes, errors. Pressure of having so many things to get right. Not being able to stop thinking if what I am doing is good enough. Others blaming me.	Frustration. Tense, sudden tantrum of resentment. Seriousness and sometimes crying.
2	Others not recognizing me. Having too much to do for others and not having time for myself. Caring so much about relationships.	Blaming. Emotional. Sometimes crying. Can be demanding.
3	Others thinking poorly of them. Inefficiency, things getting in the way of accomplishing a goal. Pressure from having to accomplish a goal.	Frustration. Aggressive accusations. Impatient.
4	When others do not acknowledge how I'm feeling, or even worse, when they tell me not to feel that way. Feeling inadequate, abandoned.	Dramatic. Teary. Emotional. Blaming others for not being understanding or cruel.
5	Demands on my time and energy. People invading my space. Being proved factually wrong.	I tend to retreat into my mind and become stubborn, argumentative. I can be cold and smoldering, and eventually aggressive to protect myself.
6	Danger or threats. Not trusting other people. People breaking their promises or being unreliable. Problems.	Sarcastic. I use wit to get my point across. I will go from being direct to passive-aggressive depending on how I perceive the threat to be.
7	Thinking that something better is out there for me. Feeling trapped in something boring or painful. Too many options, not enough time or limits on getting what I want.	Brief, to the point. Frustrated. Strong. Trying to avoid negative feelings but still getting what I want.
8	People who take advantage of me or others. Weakness in myself and others. Stupidity. Unfairness. When things are moving slowly or nothing important is really happening.	Demanding. I prefer direct confrontation. If I think it's fair, I will take opportunities for revenge.
9	Having people angry at me. Going along with the plans of others, even if I don't agree with them. Not being able to say 'no.' Seeing possible problems but ignoring them.	Passive-aggressive. I usually stuff my anger down until I just can't take it anymore then I blow up.

Personal Growth

Number	Challenge to personal growth	Exercises that aid personal growth
1	Being too hard on myself. Being too serious. Not taking time for myself for fun and pure enjoyment. Demanding perfection and not accepting every part of myself.	Improvisation and activities like improv are outstanding for 1's. They let ones act without getting stuck in their thoughts. Taking time out of the day for fun and laughter. Healthy 1's integrate to 7.
2	Doing so much for others that I forget to take care of my needs. Becoming too involved in relationships. Becoming demanding when I am not recognized.	Write out what you want for each area of your life and becoming clear on the balance you want to achieve. Set aside time to treat yourself as you would another person. Healthy 2's integrate to 4.
3	Realizing that your worth is who you are, not what you have accomplished. Sacrificing personal relationships for the sake of a goal.	Relax your focus on success and put your focus on what would fulfill you. Clarifying your values and what's really important to you. Healthy 3's integrate to 6.
4	Over identifying with emotion, especially sad emotion, without moving into action. Resisting change if it is not dramatic. Feeling unworthy. Too much self focus.	Practice changing perspectives and choosing those perspectives that empower you to get what you really want. Create a positive vision of your future life. Healthy 4's integrate to 1.
5	Over-analyzing and being stubborn. Avoiding people or opportunities that seem to overwhelming. Being extremely private. Not moving into action.	Short meditation during the day to check in with your emotions. Then move into action! You must act on what you decide. Healthy 5's integrate to 8.
6	Not trusting yourself or others. Thinking about worst-case scenarios. Wanting to keep knowing more before making a decision. Doubt.	Check in with fear. Practice changing perspectives and choosing those that move you forward in a positive direction. Positive affirmations work for 6's. Healthy 6's integrate to 9.
7	Thinking that something they don't have will be better than what they have. Constant trying to avoid pain and not meeting responsibilities. Being distracted from bigger goals.	Clarify a mission statement and take small action steps to accomplish it. Meditation is very important to 7s. Exercise discipline. Healthy 7's integrate to 5.
8	Being stubborn. Denying weakness and sensitivity. Fighting any attempt to be controlled and trying to control others. Acting in ways that make success harder to accomplish.	Focus on the gift that you can give to others. Listen closely to others and practice empathy. Resist being stubborn and constantly resisting others. Healthy 8's integrate to 2.
9	Ignoring problems and trying to be comfortable always. Not meeting problems when they first start and avoiding conflict at any cost. Not knowing what you really want.	Clarify a mission statement and commit to taking small action steps. Practice asserting yourself and saying 'no' to small things. Refuse to be passive- aggressive. Instead be assertive. Healthy 9's integrate to 3.

Communication

Number	How to speak to someone in this number
1	Keep in mind that 1's are harder on themselves than almost anyone else can be. Help 1's go easy on themselves. Take the big picture into account. Remember the rule is to be human, not perfect.
2	Thank 2's for what they do and, even more importantly, thank them for who they are. Ask 2's what they need for support, and listen carefully. Encourage them to take care of themselves and to say 'No' when they mean 'No.'
3	Appreciate the 3's desire to accomplish the goal. Take the big picture into account. Allow the 3 to express how they are really feeling without judgment, and let them know that you support them no matter if they succeed or fail. Remind them to enjoy life, not to just finish it.
4	Acknowledge. Understand that 4's identify with their emotions. If it's a positive emotion, build on it. If it's a negative emotion, acknowledge and let it pass. The sooner a negative emotion is acknowledged, the sooner it passes. And emotions do pass. Have patience. Gently bring the focus to something positive and possible actions to take, but let the 4 decide to move into action.
5	5's love to be right. When speaking to a 5 avoid arguing the bottom-line right or wrong answer but bring your focus to the 5's reasons for their decision. Be sure to respect a 5's space. Gently encourage 5's to move into action and to pay attention to results, not just theory.
6	Remember that 6's at first may completely disagree with an idea, then the next day fully embrace it. Let the 6 know you are on their side and trying to help. When speaking to 6's be sure to be open about the degree to which you believe in an idea. Be careful what you promise and make sure that you follow through on promises. Appreciate the 6's wit and sense of humor and don't take negativity too seriously.
7	Encourage 7's to slow down and appreciate what's present. When giving feedback it's helpful to say something positive before and after something negative. Remember: positive, negative, positive. Let them know your needs and support them when facing anything negative.
8	Be direct, even blunt. Know what you believe. Point to what's fair. Keep your focus on the situation, not the people. Don't make it personal, because it's not. Frame improvements as challenges they can undertake. Share what you think about their impact and how they could make it better. Support them when they reveal their weaknesses.
9	Encourage 9's to know what they want and to take a stand for themselves. Respect when 9's become angry and support them in saying 'no.' Support them when they step outside their comfort zones. Invite them to express their irritation before it turns into all out anger. Encourage them when they take active steps toward a goal and focus on performance.