



## Trevor Testing

August 11, 2015

This Innermetrix Values Index is a combination of the research of Dr. Eduard Spranger and Gordon Allport into what drives and motivates an individual. The seven dimensions of value discovered between these two researchers help understand the reasons that drive an individual to utilize their talents in the unique way they do. This Values Index will help you understand your motivators and drivers and how to maximize your performance by achieving better alignment and passion for what you do.



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## About This Report

Research conducted by Innermetrix shows that the most successful people share the common trait of self-awareness. They recognize the situations that will make them successful, and this makes it easy for them to find ways of achieving objectives that resonate with their motivations. They also understand their limitations and where they are not effective and this helps them understand what does not inspire them or what will not motivate them to succeed. Those who understand their natural motivators better are far more likely to pursue the right opportunities, for the right reasons, and get the results they desire.

This report measures seven dimensions of motivation. They are:

- **Aesthetic** - a drive for balance, harmony and form.
- **Economic** - a drive for economic or practical returns.
- **Individualistic** - a drive to stand out as independent and unique.
- **Political** - a drive to be in control or have influence.
- **Altruist** - a drive for humanitarian efforts or to help others altruistically.
- **Regulatory** - a drive to establish order, routine and structure.
- **Theoretical** - a drive for knowledge, learning and understanding.



## **The Elements of the Values Index**

This Values Index is unique in the marketplace in that it examines seven independent and unique aspects of value or motivation. Most other values instruments only examine six dimensions of value by combining the Individualistic and Political into one dimension. The Values Index remains true to the original works and models of two of the most significant researchers in this field, thus delivering to you a profile that truly helps you understand your own unique motivations and drivers.

Also, the Values Index is the first to use a click & drag approach to rank the various statements in the instrument, which makes taking the instrument more intuitive, natural and in the end you can actually create the order you see in your mind on the screen.

Finally, the Values Index instrument contains the most contemporary list of statements to make your choices more relevant to your life today, which helps ensure the most accurate results possible.



## A closer look at the seven dimensions

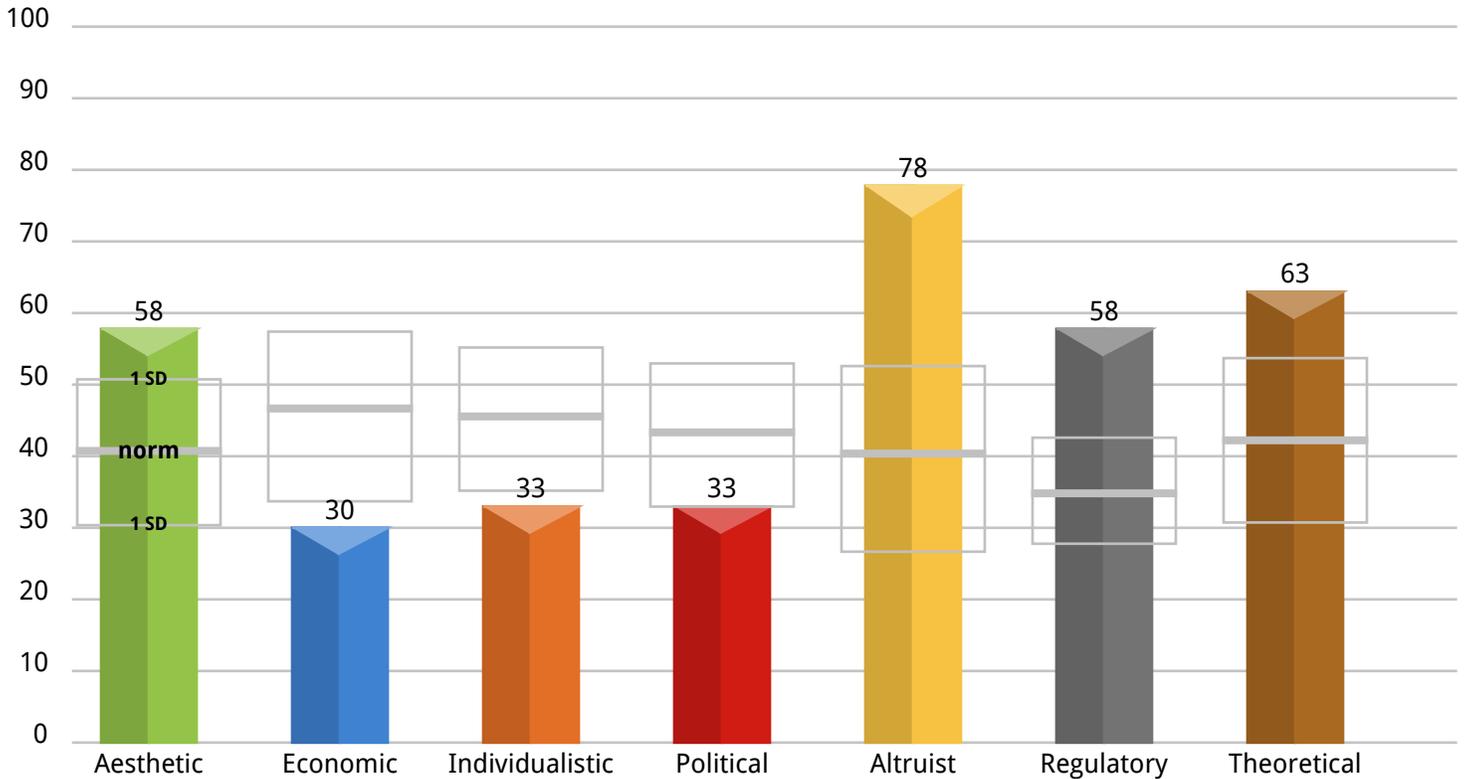
Values help influence behavior and action and can be considered somewhat of a hidden motivation because they are not readily observable. Understanding your values helps to tell you why you prefer to do what you do.

It is vital for superior performance to ensure that your motivations are satisfied by what you do. This drives your passion, reduces fatigue, inspires you and increases drive.

Value	The Drive For
<b>Aesthetic</b>	Form, Harmony, Beauty, Balance
<b>Economic</b>	Money, Practical results, Return
<b>Individualistic</b>	Independence, Uniqueness
<b>Political</b>	Control, Power, Influence
<b>Altruistic</b>	Altruism, Service, Helping others
<b>Regulatory</b>	Structure, Order, Routine
<b>Theoretical</b>	Knowledge, Understanding

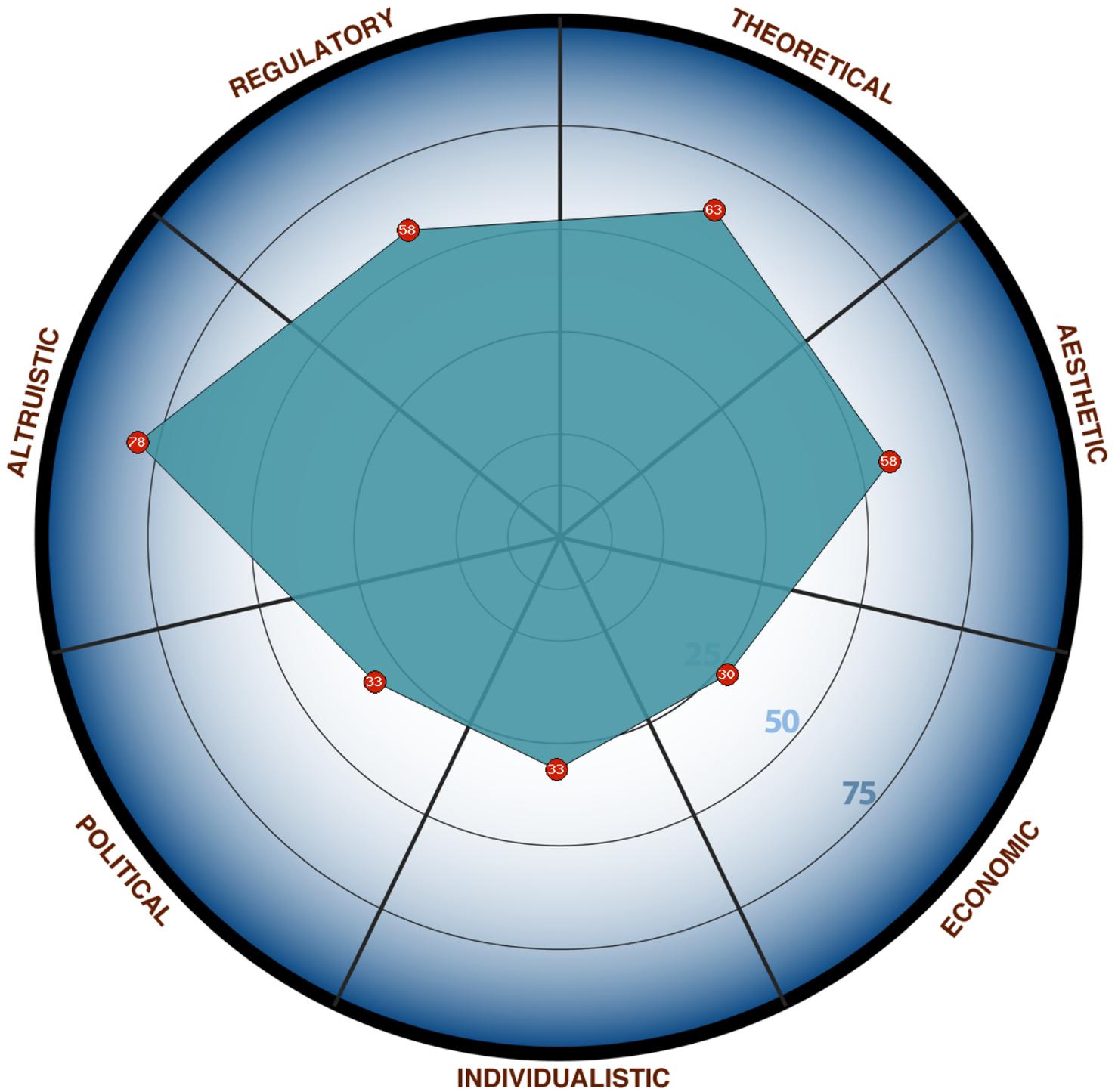


## Executive Summary of Trevor's Values

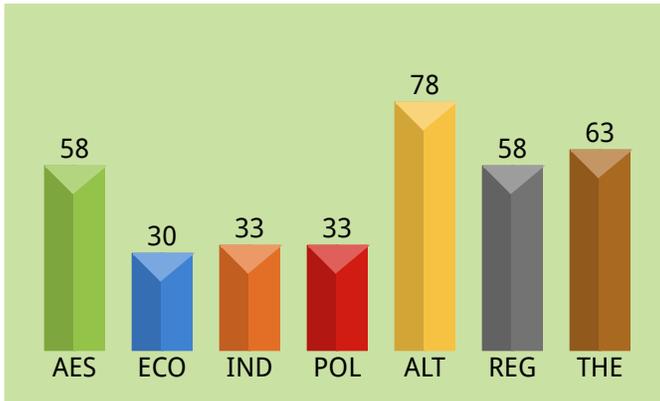


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<b>High Aesthetic</b>	You very much prefer form, harmony and balance. You are likely a strong advocate for green initiatives and protecting personal time and space.
<b>Low Economic</b>	You are a team player and may put others' needs before self.
<b>Low Individualistic</b>	You are able to support the efforts of the team without demanding the limelight; a supportive team player.
<b>Average Political</b>	You are flexible, able to take or leave the power or clout that comes with the job title or assignment.
<b>Very High Altruist</b>	You have a very high sincerity-factor and a high empathy for others' needs.
<b>High Regulatory</b>	You have a strong preference for following established systems or creating them if none present.
<b>High Theoretical</b>	You have a high interest level in understanding all aspects of a situation or subject.



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## The Aesthetic Dimension:

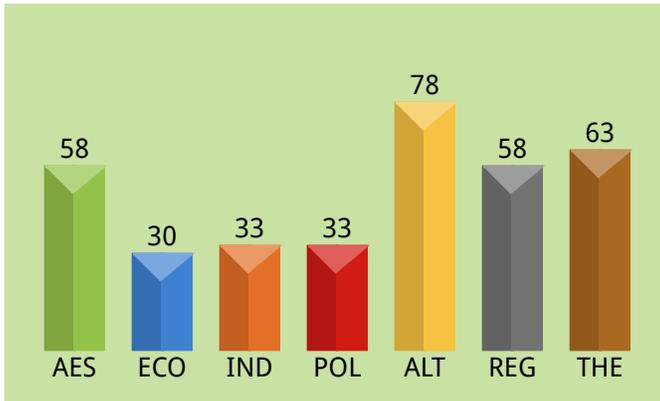
The main motivation in this value is the drive to achieve balance, harmony and find form or beauty. Environmental concerns or “green” initiatives are also typically prized by this dimension.

### General Traits:

- You have a strong desire for harmony, balance and beauty in life.
- You will utilize creativity and artful expression to persuade or influence others.
- You are more sensitive to issues of balance and harmony than others.
- You have a strong appreciation for nature, beauty and the environment.
- You enjoy helping, teaching, and coaching others, especially in areas of creative expression.

### Key Strengths:

- You demonstrate high personal and professional regard for others on the team.
- You show the ability to see common things in new ways, and can bring creativity to the team as a result.
- You take strong interest in how an objective or work can help support the environment or balance in life.
- You tend to look for what is beautiful in any subject rather than what is ugly.
- You will bring a creative outside view to discussions.



## The Aesthetic Dimension:

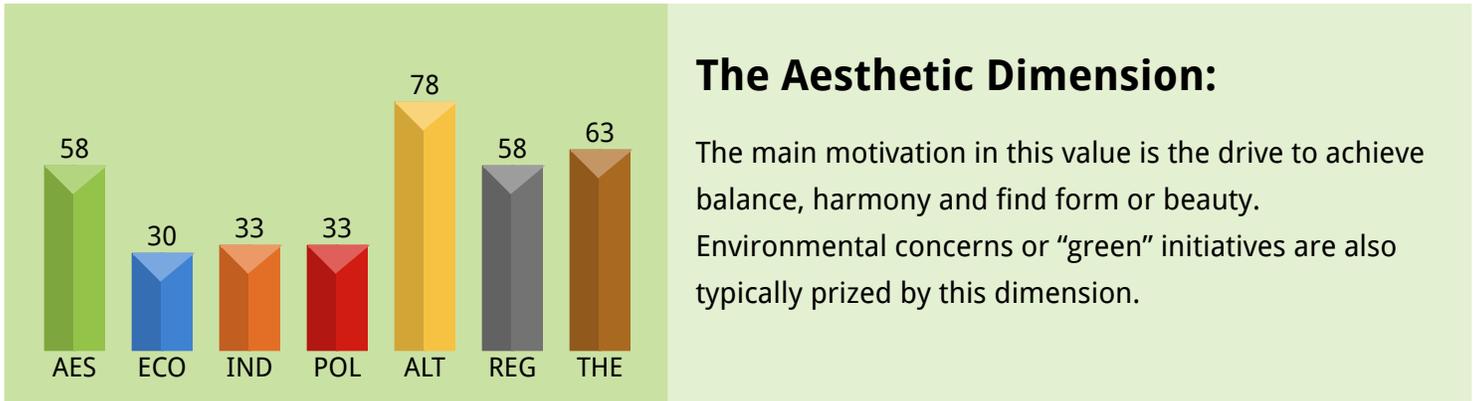
The main motivation in this value is the drive to achieve balance, harmony and find form or beauty. Environmental concerns or "green" initiatives are also typically prized by this dimension.

### Motivational Insights:

- You make sure the environment allows for creative expression.
- You bring a lot of creativity to the table. Be certain that this is encouraged to its fullest potential.
- You explore potential of more involvement with environmental or "green" initiatives.
- Your open acceptance of ideas from others may also open situations that are less than optimal, and you may get 'burned' in the process.
- You will be highly motivated by aesthetically pleasing activities (e.g., creativity, beautification, more balanced, green initiatives, etc.)

### Training/Learning Insights:

- You link new knowledge to new ways to be creative or achieve better harmony and balance in work and life.
- You have the ability to connect training and development to other's needs and interests.
- As you learn new things in training or professional development, attempt to link those to your ability to see new or creative solutions in the future.

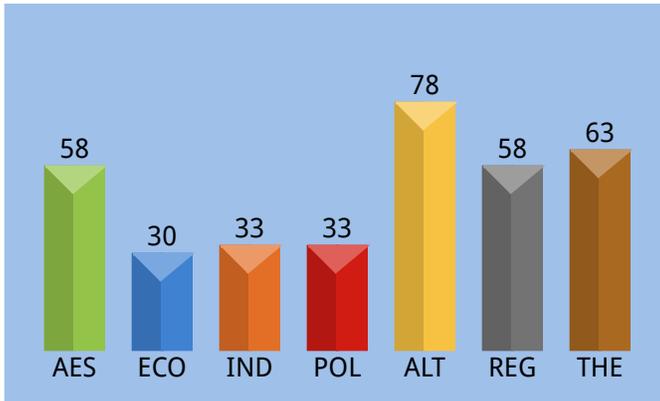


## The Aesthetic Dimension:

The main motivation in this value is the drive to achieve balance, harmony and find form or beauty. Environmental concerns or “green” initiatives are also typically prized by this dimension.

### Continual Improvement Insights:

- You could get lost in creativity and imagination if not kept somewhat reined in and on target.
- Remember that it is OK that some don't appreciate artistry, balance or harmony as much as you.
- You need to remember that sometimes function is all there is time for, or all that is needed (don't deliver a Cadillac when a Chevy will suffice).
- You may need to focus on the practical or economic side of an issue more frequently.
- You could use the creative mode as a safety blanket to avoid having to be overly practical.



## The Economic Dimension:

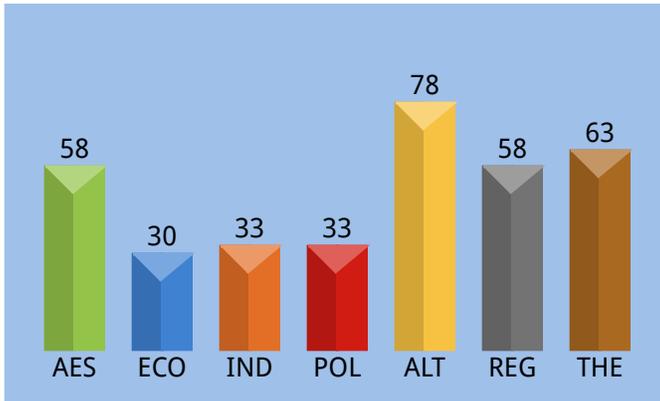
This dimension examines the motivation for security from economic gain, and to achieve practical returns. The preferred approach of this dimension is a professional one with a focus on bottom-line results.

### General Traits:

- The lower Economic drive here may also indicate that you may not be solely motivated by competitive financial incentives such as accelerated commissions in the compensation plan.
- You are motivated by money to have needs met, but money itself is not a primary driving factor.
- While not driven by money, you may be sensitive to perceived inequities in wages and salaries, and do not want to be taken advantage of in that process.
- Since this values area may help to determine your money-motivation, the results indicate that you may be motivated more by things other than a high paycheck (although that may still be important).
- Using money or materials as a yardstick to measure or impress others is not important to you.

### Key Strengths:

- You see a wider spectrum of the picture, not just the economic view.
- You have an attitude of "We're all in this together, so let's work together."
- You are sensitive and responsive to the "people-side" of work related activities.
- You rarely (if ever) look at a project with a "what's in it for me" perspective.
- You are an excellent team player and team member.



## The Economic Dimension:

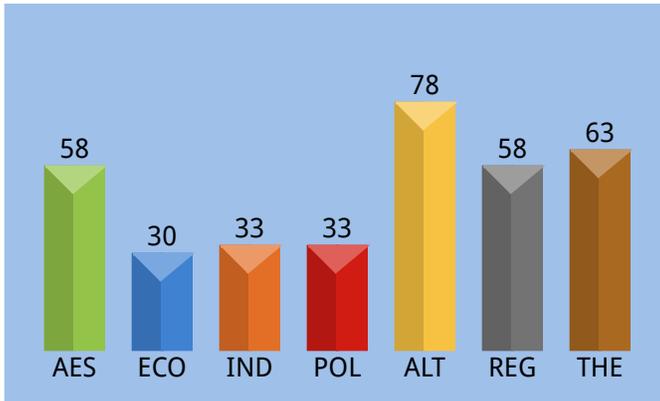
This dimension examines the motivation for security from economic gain, and to achieve practical returns. The preferred approach of this dimension is a professional one with a focus on bottom-line results.

### Motivational Insights:

- Avoid measuring your performance by an monetary incentive only.
- You should consider the strengths of the "total person" when considering rewards and incentives. Perhaps consider non-tangible or environmental rewards.
- You should provide options for taking on tough challenges.
- You prefer praise for continued contributions to the job, sometimes even without highly visible recognition.
- You should provide sincere recognition for contributions.

### Training/Learning Insights:

- You come to a training or development function typically without a 'What's in it for me?' attitude.
- You may prefer team-oriented activities, to work and share ideas with others.
- You score like those who enjoy a more cooperative learning style.
- You may prefer less competition between learning groups.

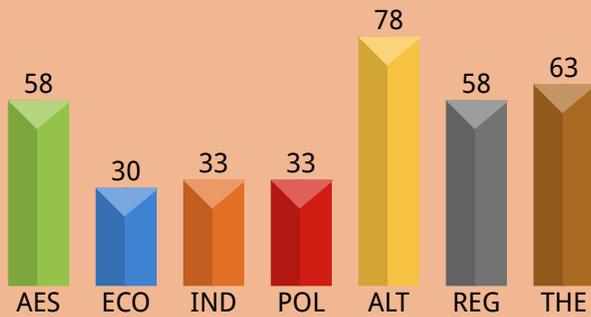


## The Economic Dimension:

This dimension examines the motivation for security from economic gain, and to achieve practical returns. The preferred approach of this dimension is a professional one with a focus on bottom-line results.

### Continual Improvement Insights:

- You may need to learn to say "no" more often.
- You need to be aware of others who may have a stronger Economic drive and respect the differences.
- You may need coaching to increase revenue awareness or profit motivation.
- You should avoid spreading yourself too thin by taking on responsibilities that could be delegated to others.
- You may not hear the 'revenue clock' ticking on some projects.



## The Individualistic Dimension:

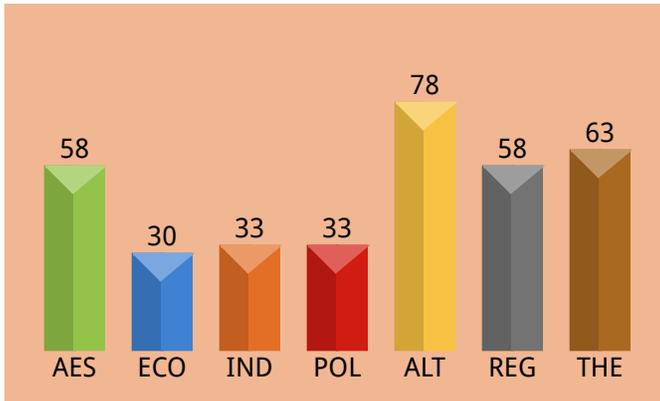
The Individualistic dimension deals with one's need to be seen as unique, independent, and to stand apart from the crowd. This is the drive to be socially independent and have opportunity for freedom of personal expression.

### General Traits:

- You like helping people on the team.
- You may not require lots of 'air-time' at meetings, but may need to be encouraged to provide ideas verbally.
- You may sometimes spend great effort on a project without requiring public credit or recognition for your work.
- You assist others in problem solving and trouble-shooting.
- You may prefer a team member position on various projects.

### Key Strengths:

- You are a stabilizing influence on the team.
- You score like some who may be considered the unsung heroes of a successful project or initiative.
- You may be seen by others as a stabilizing influence especially when the heated differences of extreme positions emerge when the team is under pressure.
- You have the ability to support team efforts without requiring a lot of recognition.
- You are able to maintain work ethic even under pressure, so the project is met successfully and interpersonal stressors have been minimized.



## The Individualistic Dimension:

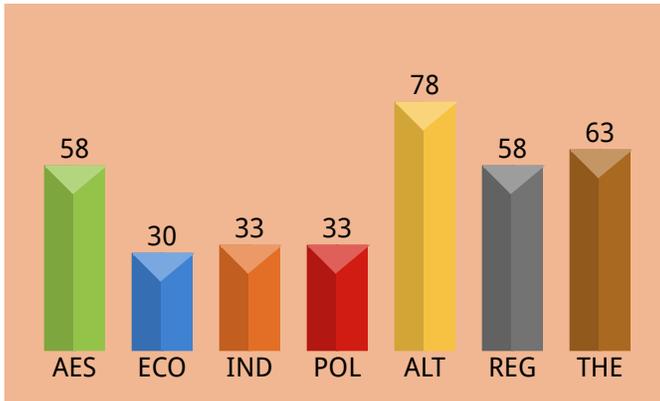
The Individualistic dimension deals with one's need to be seen as unique, independent, and to stand apart from the crowd. This is the drive to be socially independent and have opportunity for freedom of personal expression.

### Motivational Insights:

- Notice other higher plotting points on the Values graph and strive for an environment that amplifies those peaks.
- Remember behind the scenes efforts and contributions and recognize those with sincere appreciation.
- Those who score like you tend to demonstrate a high degree of teamwork and support for team efforts over the long haul. Take this into account when planning team projects.
- Look for a supportive environment where your talents may be encouraged and appreciated.
- Don't accept leadership roles or increased authority unless mutually agreed upon.

### Training/Learning Insights:

- You may enjoy more team-oriented professional development activities.
- Some who score like you prefer more traditional types of learning, courses, and professional development.
- You tend to show a high degree of self-discipline in training courses.

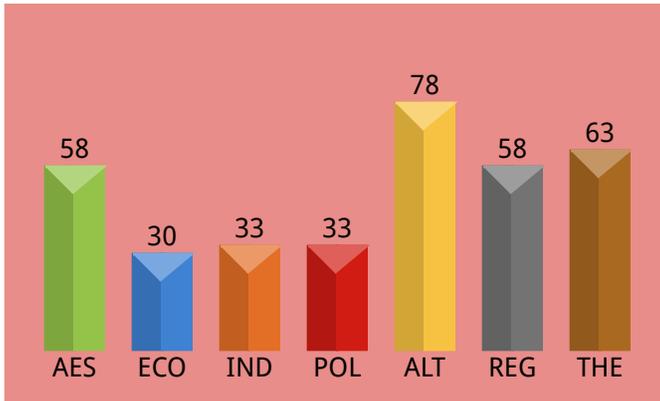


## The Individualistic Dimension:

The Individualistic dimension deals with one's need to be seen as unique, independent, and to stand apart from the crowd. This is the drive to be socially independent and have opportunity for freedom of personal expression.

### Continual Improvement Insights:

- You may need to take a stronger stand at times on team issues that impact your work load or the parameters of your job responsibilities.
- Some who score like you may not be heard the first time by the team. Be certain to speak up a second or third time if necessary in order to be acknowledged.
- When presenting an idea to the team, remember that members may need a message with some attention-getting ingredients.
- You could benefit from being more willing to share opinions with others.



## The Political Dimension:

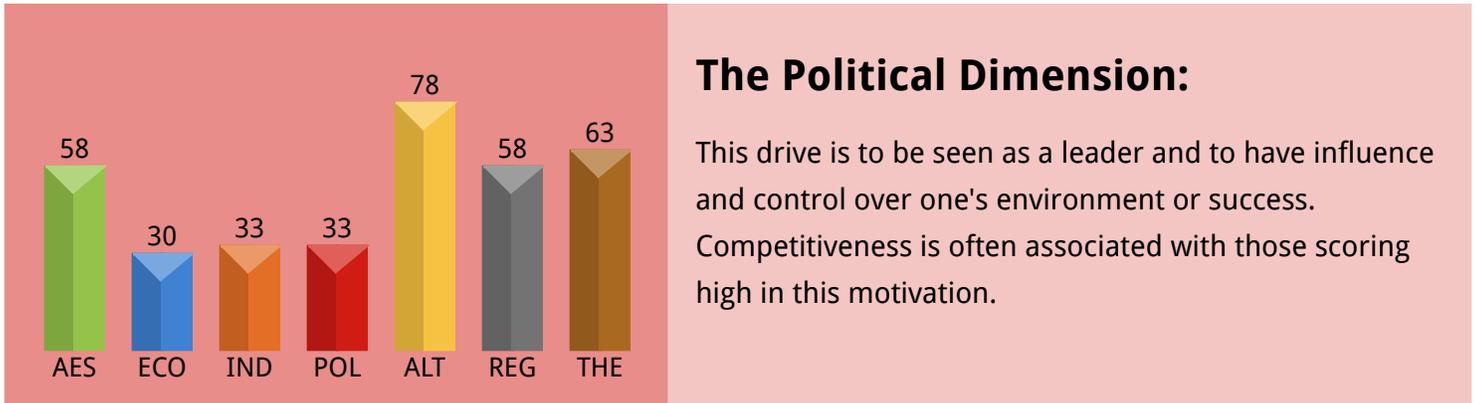
This drive is to be seen as a leader and to have influence and control over one's environment or success. Competitiveness is often associated with those scoring high in this motivation.

### General Traits:

- You show an appropriate balance between seeking leadership roles and supporting roles without being an extremist in either direction.
- You may be seen as a stabilizing force in day-to-day team operations.
- You demonstrate flexibility in being able to lead a team when necessary, and to support the team when necessary.
- A score near the mean indicates that the Political (power seeking) drive is not your primary motivational factor.
- Your score in this range is near the typical business professional's score.

### Key Strengths:

- You bring flexibility to the team. Able to lead when asked, but able to support when asked as well.
- You are a stabilizing force on the team.
- You are able to appreciate the needs of both the higher and lower Political individuals on the team.
- You are perceived by others on the team as neither dictatorial nor dependent with regard to team projects and goals.
- You show appropriate respect to leaders of a project, as well as ability to offer suggestions for change.



## The Political Dimension:

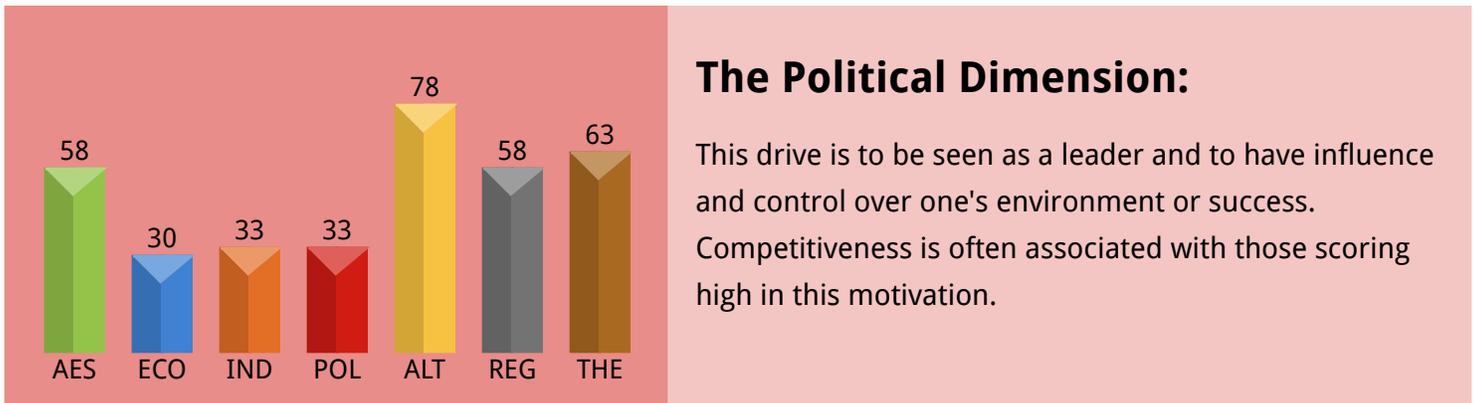
This drive is to be seen as a leader and to have influence and control over one's environment or success. Competitiveness is often associated with those scoring high in this motivation.

### Motivational Insights:

- Don't forget that you have the ability to be a stabilizing agent between high-control and high-support on special team functions and initiatives.
- You bring a power seeking drive typical of many business professionals, since your score is very near the national mean on this scale.
- Give your input to the team in order to gain a middle-of-the-road insight and understanding of work related issues.
- Review other Values drives that might be higher or lower than the Political score in this report in order to gain a greater understanding of specific keys to managing and motivating.

### Training/Learning Insights:

- You score like those who are supportive in a variety of work activities and development.
- You will respond with flexibility to either cooperative or competitive team activities.
- You score like those who participate openly in training activities without trying to dominate the event.
- You show ability to lead a training event as well as support and participate.

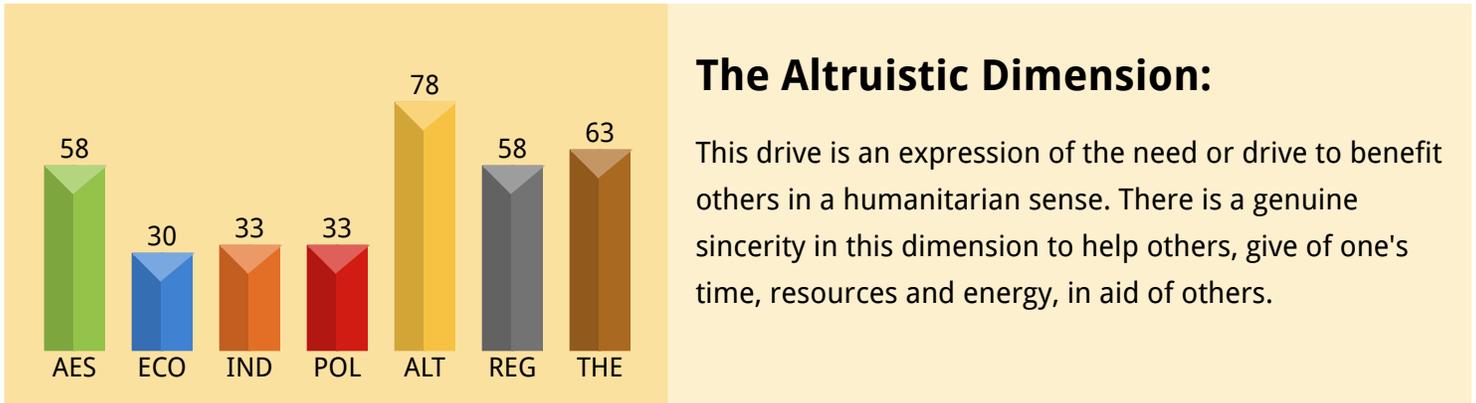


## The Political Dimension:

This drive is to be seen as a leader and to have influence and control over one's environment or success. Competitiveness is often associated with those scoring high in this motivation.

### Continual Improvement Insights:

- You may need to shift gears into either a more supportive role or a greater leadership role at times.
- When issues of team leadership emerge, you may need to take a more visible stand on some problem-solving situations.
- Examine other Values drives in this report in order to gain increased understanding of areas for continuous improvement.



## The Altruistic Dimension:

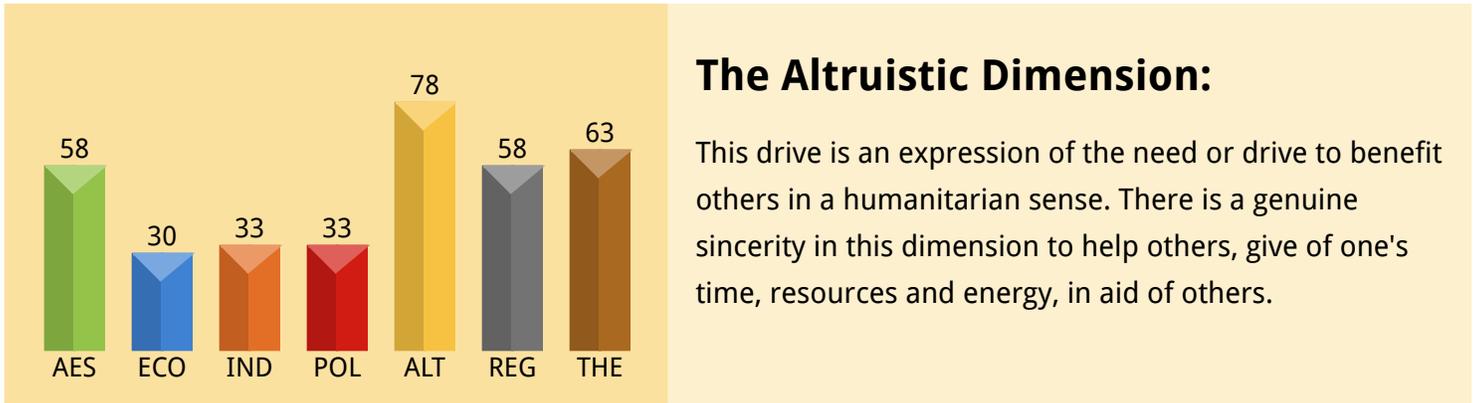
This drive is an expression of the need or drive to benefit others in a humanitarian sense. There is a genuine sincerity in this dimension to help others, give of one's time, resources and energy, in aid of others.

### General Traits:

- You have a very strong need to help and support others.
- You care about the feelings of others on the team.
- You have a very high service-ethic.
- You have a very high sincerity and genuine interest in helping others.
- You feel compelled to share altruistic love or appreciation for others.

### Key Strengths:

- You treat others with high personal regard and respect.
- You are a proactive volunteer who steps in to aid others without hesitation or being asked to.
- You can be a very calming influence during stressful situations.
- You are much more social than solitary.
- You have a strong tendency to go beyond the call to support or service others.



## The Altruistic Dimension:

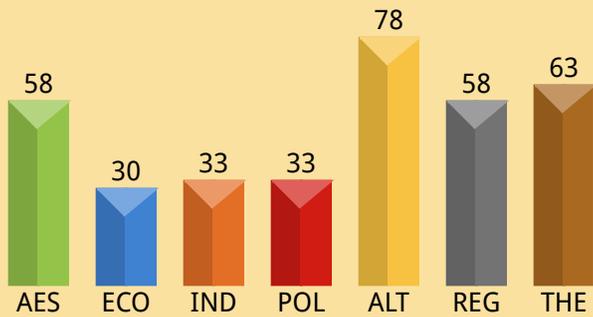
This drive is an expression of the need or drive to benefit others in a humanitarian sense. There is a genuine sincerity in this dimension to help others, give of one's time, resources and energy, in aid of others.

### Motivational Insights:

- You provide an environment in which there is opportunity to help others.
- You keep sincerity as a primary focus in communication.
- You should utilize as a trainer, teacher, mentor, and coach.
- You may be taken advantage of by others who know of your giving and helpful nature.
- You should provide a professional outlet that allows for helping others.

### Training/Learning Insights:

- Your learning and development should be linked to the potential to help others.
- You should link courses and training to the knowledge gained that may potentially be shared with others on the team, or externally.
- You should link training to increased personal knowledge - to be shared with others.

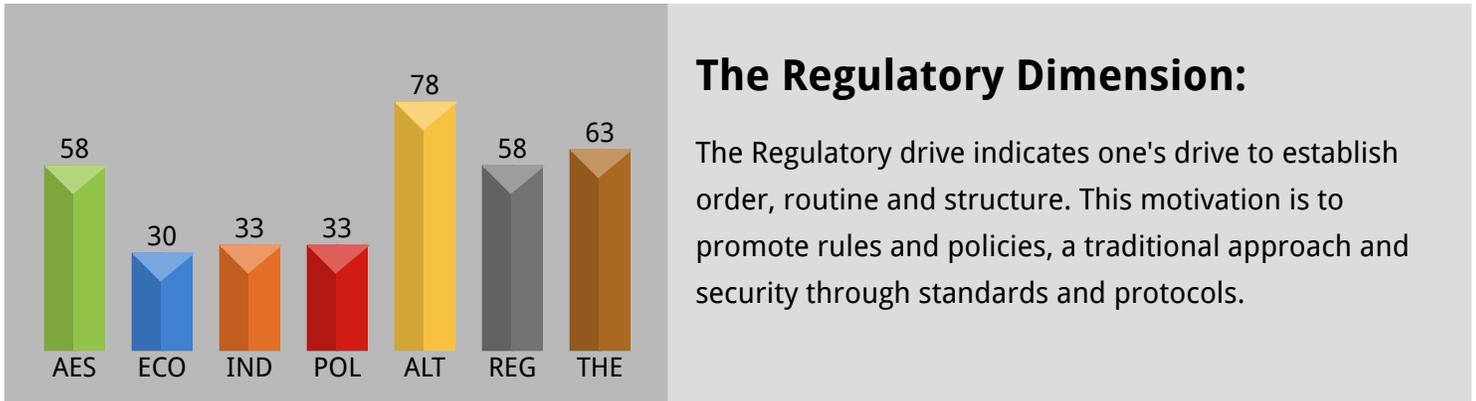


## The Altruistic Dimension:

This drive is an expression of the need or drive to benefit others in a humanitarian sense. There is a genuine sincerity in this dimension to help others, give of one's time, resources and energy, in aid of others.

### Continual Improvement Insights:

- You may give away too much time, talent and energy.
- You should watch to ensure that your giving nature is not abused or actually supporting someone else's largess.
- You need to remember that support and service efforts needs to be practical as well.
- You may need to say "No" more often.
- You could benefit from resisting the urge to go into teaching mode unless clearly desirous by others.



## The Regulatory Dimension:

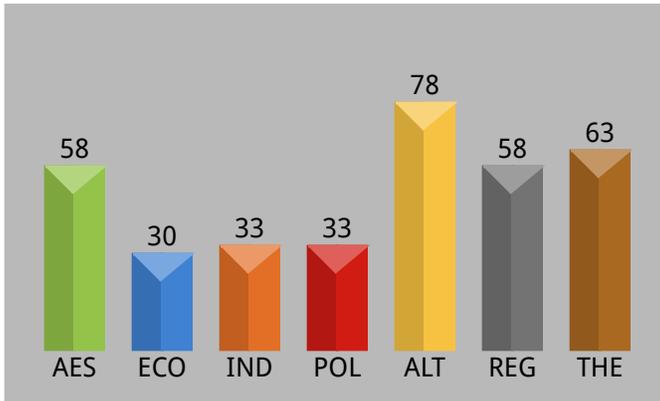
The Regulatory drive indicates one's drive to establish order, routine and structure. This motivation is to promote rules and policies, a traditional approach and security through standards and protocols.

### General Traits:

- You prefer routine and order.
- You believe in sticking to what works.
- You believe in preparing properly before taking action.
- You are accepting of established rules and policies.
- You see rules as a key to results.

### Key Strengths:

- You have high attention to details.
- You take pride in things that support tradition like national history, honor, duty.
- You produce detailed and accurate work.
- You are reliable and dependable.
- You maintain timelines and meet deadlines.



## The Regulatory Dimension:

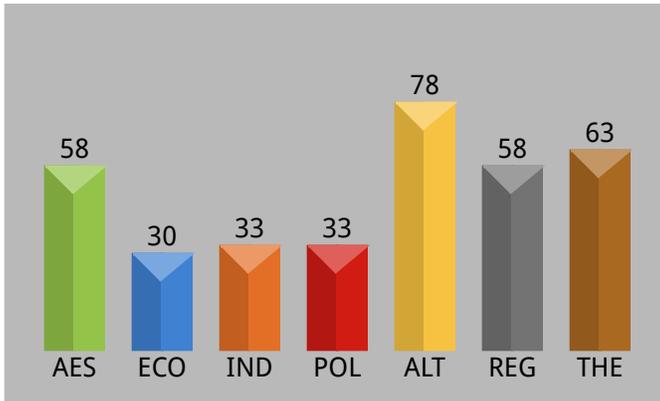
The Regulatory drive indicates one's drive to establish order, routine and structure. This motivation is to promote rules and policies, a traditional approach and security through standards and protocols.

### Motivational Insights:

- You prefer detailed, written and specific guidelines to follow.
- Be patient when introducing new concepts or procedures. Give ample to adapt.
- If you recommend changing the established way of doing things, it is probably a significant need.
- You should make sure the reasons behind instructions are clearly demonstrated.
- Work quickly to correct missing needs or inaccuracies to maintain productivity.

### Training/Learning Insights:

- You will prefer learning activities that are structured and detailed.
- You are a well disciplined learner.
- You like to understand the why behind the what when learning new things.

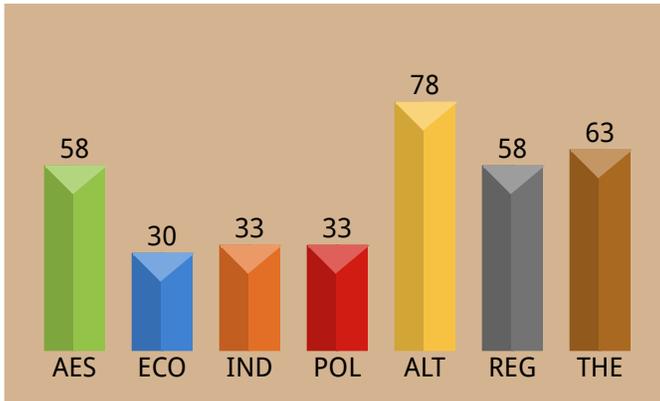


## The Regulatory Dimension:

The Regulatory drive indicates one's drive to establish order, routine and structure. This motivation is to promote rules and policies, a traditional approach and security through standards and protocols.

### Continual Improvement Insights:

- You should put things in writing.
- When in a high change environment, remember to be flexible.
- It might not hurt to let go sometimes and have no prescribed path to follow.
- You should try being a little more flexible.
- Explore a little. Discovering new ways to do things can be rewarding.



## The Theoretical Dimension:

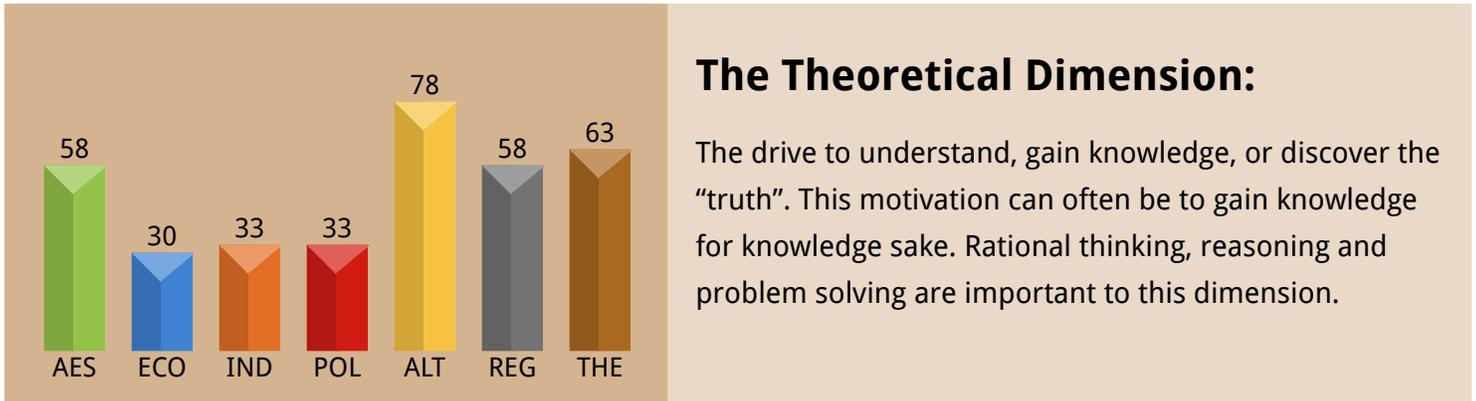
The drive to understand, gain knowledge, or discover the “truth”. This motivation can often be to gain knowledge for knowledge sake. Rational thinking, reasoning and problem solving are important to this dimension.

### General Traits:

- You have a high degree of curiosity in a variety of areas.
- You have many interests outside the workplace.
- Others may consider you a strong intellectual.
- Others on the team may seek you to help answer questions about projects or procedures.
- You have an attitude of 'How do you do that? Can I do it too?'

### Key Strengths:

- You score as an active problem-solver, seeking solutions.
- You provide an open-minded approach that comes from broad-based research.
- You can usually answer new questions that hit the team or know where to find answers.
- You will work long, hard hours on the complex solution to a problem.
- When others (internal or external) have a question, even if you aren't familiar with it, you can usually create solutions.



## The Theoretical Dimension:

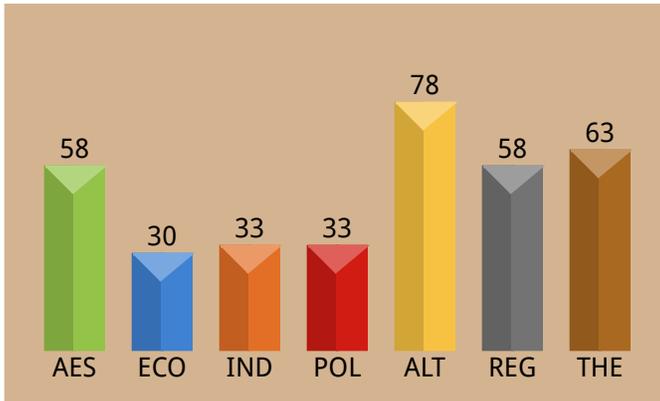
The drive to understand, gain knowledge, or discover the “truth”. This motivation can often be to gain knowledge for knowledge sake. Rational thinking, reasoning and problem solving are important to this dimension.

### Motivational Insights:

- Be certain to look for knowledge-based incentives, such as new training courses, books, subscriptions, and journals.
- Seek opportunities to teach as well as to learn.
- You need opportunities to explore a variety of knowledge-based areas and to act on them.
- You prefer to be included in future development projects and draw on your expertise.
- Classes, courses, conferences: go and learn.

### Training/Learning Insights:

- You score like those who may have their own on-going personal development program already in progress.
- You enjoy learning even for its own sake and will be supportive of most training and development endeavors.
- You can be depended upon to do your homework... thoroughly and accurately.
- You are actively engaged in learning both on and off the job.



## The Theoretical Dimension:

The drive to understand, gain knowledge, or discover the “truth”. This motivation can often be to gain knowledge for knowledge sake. Rational thinking, reasoning and problem solving are important to this dimension.

### Continual Improvement Insights:

- You may sometimes bog down in details and minutia when needing to see the big picture.
- You don't rush from one learning experience to another. You make certain there are some practical applications.
- You need to bring a balance, at times, between the strong desire to acquire new knowledge base and the reality of the practical applications, if any.
- You may be somewhat selfish at times in sharing ideas with others, until others have established their own technical credibility.
- You may have a tendency to wait on some projects, especially if more helpful information may be forthcoming if more time is allowed on the calendar.



Use this sheet to help you track which motivators are well aligned and which are not and what you can do about it.

**Action Step:** Looking at your Values Index report, find which motivators are the most powerful for you (i.e., which ones are highest and farthest above the norm). Write down the top two in the space below, and record how well your current roles align with these motivators (i.e., how well what you do satisfies what you are passionate about).

	Alignment				
	Poorly				Highly
Motivator #1: _____	1	2	3	4	5
Motivator #2: _____	1	2	3	4	5

Legend:	
• 2-4 = Poor	• 8-9 = Excellent
• 4-5 = Below Average	• 10 = Genius
• 6-7 = Average	

**Tally your score here:**

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To reach Genius levels of passion, you must increase alignment of your environment with your passions.

Motivator #1: What aspects of your company or role can you get involved in that would satisfy this motivator?

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Motivator #2: What aspects of your company or role can you get involved in that would satisfy this motivator?

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Your final step to making sure you really benefit from the information in this report is to understand how your values style contributes to, and perhaps hinders, your overall success.

**Supporting Success:** Overall, how well do your motivators and drivers help support your success? (cite specific examples):

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**Limiting Success:** Overall, how do your natural drivers or motivators not support your success? (cite specific examples):

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