

Qualities of People With Affiliation as a Prime Motivator

(Based on Motivation Theory by John Atkinson and David McClelland)

Think About:

Interpersonal Relationships
Feelings (theirs and others)
How they can help

Strengths:

Good barometers of “climate”
Team players
Sensitivity
Good listeners

Struggles and Weaknesses:

Over sensitive
Unaware of time
Dealing with conflict
Needing much affirmation
Being alone or with strangers

Needs:

To help and be needed
To be with friendly people
To feel included, liked
To be supervised by a “Leader-friend”
Personal recognition
Opportunities to express feelings

Best Type of Jobs:

Visitor Center desks
Group maintenance activities
Planning / giving recognition
Giving guided walks
Special events

Has: The Biggest address book!

Qualities of People With Achievement as a Prime Motivator

(Based on Motivation Theory by John Atkinson and David McClelland)

Think about:

- Goals and how to achieve them
- Problems and how to solve them
- Strong performance and success

Strengths:

- Well organized
- Innovative
- Good planner and problem-solver
- Strong initiative

Struggles and Weaknesses:

- Delegation to others
- Process (they can be impatient)
- Valuing relationships and team
- Perfectionism
- Sensitivity
- Risk Taking (only calculated)

Needs:

- Feedback (they don't like to fail)
- Challenge and opportunity to grow
- High standards, unique accomplishments
- Deadlines
- Responsibility
- Checklists (and crossing them off!)

Best Types of Jobs:

- Maintain trails
- Training
- Research
- Board of Directors
- Administration
- Budget
- Develop a site bulletin

Has: A Big Daytimer!

Qualities of People With Power / Influence as a Prime Motivator

(Based on Motivation Theory by John Atkinson and David McClelland)

Think about:

Impact, influence on behalf of others (Social Power)
What's in it for me? Keeping the power I have (Personal Power)
Leadership, prestige, and job status (both kinds of power)

Strengths:

Door Openers
Strategic Thinkers
Fundraising from individuals
Teachers, trainers
Work through hierarchy

Struggles and Weaknesses:

Dominating - possibly intimidating to affiliators
Argumentative
Outspoken
Intimidating (especially to affiliators)

Needs:

Position of leadership and influence
Public recognition
Prestige and job status

Best Types of Jobs:

Advocacy
Policy making
Fundraising
Political Action
Speaker, trainer
Media Representative
Chair Special event task force

Has: Most Impressive Plaque Wall!