



## 2 INSTRUCTIONS —

### STEP 2

### IDENTIFY THE THEMES

- \* Find the themes that are emerging from your long list by answering the following questions:

**PASSIONS:** What do you love **doing** and have a real passion for?

**TALENTS:** What are you **awesome** at? (What do you seem to find easier than others?)

**VALUES:** What do you **hate** to compromise on, care about most and believe in most deeply?

- \* Identify your top 3 Passions Talents and Values

What are your — top 3...

**Passions**

**Talents**

**Values**

## TOP TIPS —



Try to get 'under the skin' of what you are really good at. For instance if you are great at cooking – ask 'what is it about cooking that you really enjoy?' Or 'What is it about cooking that you are really good at?' The answers will be different for different people.

For instance someone might really enjoy cooking because they are good at following a recipe, they enjoy measuring out all the ingredients in advance and it's a precise operation. Their Talent might be organisation, or attention to detail.

For another person they might really enjoy throwing different ingredients in together and trying new tastes. They might be really good at coming up with new meal ideas, or value curiosity and doing things differently.

## 3 INSTRUCTIONS —

### STEP 3

### ARE YOUR MOTIVATORS BEING MET?

- \* Rate out of 10 how much your role currently fulfils your motivations
- \* Colour in your wheel and notice any patterns that start to emerge

What are your — top 3...

**Passions**

**Talents**

**Values**

## TOP TIPS —



It is not always possible for every motivation to be met all of the time. We might have to accept that some of our motivators are in conflict with each other.

We might be really good at collaborating with others, but value independent time. Or we might value work life balance as well as achievement.

We need to recognise that there are some tensions that we might have to accept, or that at a certain point in time, there are trade-offs or sacrifices we need to make. Remember that our motivations are not fixed - they can change over time. So it's worth reassessing at regular points in the future to see if our motivations have shifted, or if the balance has changed.

# 4 INSTRUCTIONS —

## STEP 4

### ACCEPT / ASK / AIM

- \* Now we need to get more **intentional** about how we unlock our motivation in our roles
- \* Start by looking at your wheel of motivation, and considering which of your motivators you might **ACCEPT** as not being 10/10 either now, at a point in time, or in the future?. These are the trade offs or sacrifices that are inherent in us or in our roles today that we need to name.
- \* Secondly, looking at your wheel, what are the motivators that you might be useful to your team or organisation - what could you **ASK** for more of?
- \* Finally, what might not seem possible now, but that you could potentially **AIM** for more of in your role in the future? These might be development areas that you need to explore or gain experience in, or new projects that are potentially in the pipeline that you could get involved in the future in.

## TOP TIPS —



Focus on the things that you can **ASK** for more of in your next career conversation.

There are some conversation starters below

## How can you adapt — or unlock your energy?

ACCEPT	ASK	AIM
What are the trade-offs we need to accept?	What could we get more of now which we need to ask for in our role?	What could we aim for more of in the future?

## Conversation — starters



### How to ask...

#### Strengths

I've noticed that my strengths lie in [specific skills or tasks]...

#### Appreciation

"I've really enjoyed working in my current role, and I was thinking about how I could contribute even more effectively...."

#### Passions

In thinking about my career path and personal goals, I've identified areas that I'm particularly passionate about.

#### Connect to team goals

I've identified some areas where I think my skills and interests can be better utilized to contribute to the overall success of the team.."

#### Suggest a trial period/project

I wonder if we could explore a trial period where I focus more on [specific tasks or responsibilities].

#### Personal development

In thinking about my career path and personal goals, I've identified areas that I'm particularly passionate about. Can we discuss how we might make that happen?"