

MOTIVATIONAL PATTERN OF GIFTEDNESS – KATE

What are the MOTIVATED ABILITIES?

LEARNING	by	observing
INVESTIGATING	by	experimenting
EVALUATING	by	interpreting
ORGANIZING	by	integrating
PLANNING	by	strategizing
DEVELOPING	by	innovating
OVERSEEING	by	coordinating the performance of others
INFLUENCING	by	getting participation
TEACHING	by	stimulating a response

What is the SUBJECT MATTER?

Abstract things	Expressions / Thoughts
Living Things	People / Human Behavior
Mechanisms	Personal Expertise
Informational Things	Details / Particulars

What are the CIRCUMSTANCES?

What gets you started?	NEW, NOVEL, DIFFERENT
What sustains your interest?	GROWTH, DEVELOPING SITUATION
What outcome do you seek?	RESPONSE
What structure and definition do you need?	GOAL
What working conditions or environment motivate you?	VARIETY

What are the OPERATING RELATIONSHIPS?

Contributor (Individualist)	<u>Regarding Supervision:</u> HANDS-OFF
Influencer (Enabler)	

What is the PURPOSE? (Payoff)

FOCUS ON THE PROCESS INVOLVED ---- BUILD / DEVELOP

Wants to learn, demonstrate competence and influence people to grow closer to who they ought to be – finds alternate methods for accomplishing the desired end – engages people, tames them, confronts them, makes them laugh, teaches them, pulls them together and coordinates their activity – observes what works and what doesn't; zeros in on efficient methods borrowed from experts or arrived at through experience – gravitates toward the new; learns through mistakes, teaching, problem solving – at times more of a coach than a teacher – student of human behavior; sees below the surface; knows how to hit the right chords to get the response she wants.

MOTIVATIONAL PATTERN OF GIFTEDNESS – JOHN

What are the MOTIVATED ABILITIES?

LEARNING	by	studying
INVESTIGATING	by	surveying, gathering general information
EVALUATING	by	analyzing
ORGANIZING	by	systematizing
PLANNING	by	arranging details
DOING	by	maintaining
DEVELOPING	by	extending
OVERSEEING	by	monitoring
INFLUENCING	by	initiating

What is the SUBJECT MATTER?

ABSTRACT THINGS	Knowledge, Understanding
INANIMATE THINGS	Machinery, Devices
INFORMATIONAL THINGS	Data, Facts
MECHANISMS	Tactics, Angles, Technology, Systems

What are the CIRCUMSTANCES?

What gets you started?	NEEDS
What sustains your interest?	POTENTIAL FOR VALUE
What outcome do you seek?	EFFICIENCY
What recognition do you seek?	HONORS
What structure/definition do you need?	PROJECT
What working conditions or environment motivates you?	TIME TO PREPARE

What are the OPERATING RELATIONSHIPS?

Management (Project Engineer)	<u>Regarding Supervision:</u> SUPPORTIVE
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What is the PURPOSE? (Payoff)

FOCUS ON DOMINION OR POWER ---- ACQUIRE / POSSESS / EXERCISE OWNERSHIP

Takes care of what he owns – wants a project he can call his own where he is involved from beginning to end – seeks a variety of learning experiences; acquires knowledge and language of new fields as he advances to positions of greater prestige and advantage – gets the work done, then moves on – apt to get ahead of himself; to acquire more than he can handle – works through structure, chain of command, hierarchy – “engineers” solutions by feeding people through a plan – monitors to make sure it all moves forward according to agreed-upon schedule.