



# TEAM Development

*Leadership Program*

**Dive Deep  
into DISC for  
TEAMS**

**01**

**Develop Your  
TEAM &  
Create High  
Performance  
Culture**

**02**

**Manage Your  
TEAM  
Through  
Change**

**03**

**Tapping into  
Your  
TEAM's  
Motivations**

**04**

**Encouraging  
Collaborative  
TEAM  
Decisions**

**05**

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# WHAT MOTIVATES YOU?







***INTRINSIC NEEDS ARE LIKE OXYGEN.***

# OXYGEN POKER

## **ROUND 1: *Individually***

- Read the items in the left-hand column.
- Select **O** next in the first column next to the five (5) items you find **MOST MOTIVATING**.
- Place an **X** in the first column next to those items you find **LEAST MOTIVATING**.

## **ROUND 2: *Small Groups***

- Share the items you listed as MOST and LEAST motivating and explain why with applicable examples.
- Listen to the answers and explanations of others asking follow-up questions to better understand what does and doesn't motivate them and why.
- Review your list as people share and make changes to your five **MOST MOTIVATING** items adding them in the second column.

## **FINAL: *Individually***

- Review the first two columns and use the third column to select your final five items you find **MOST** and **LEAST MOTIVATING**.
- Be ready to share what does or doesn't motivate you.



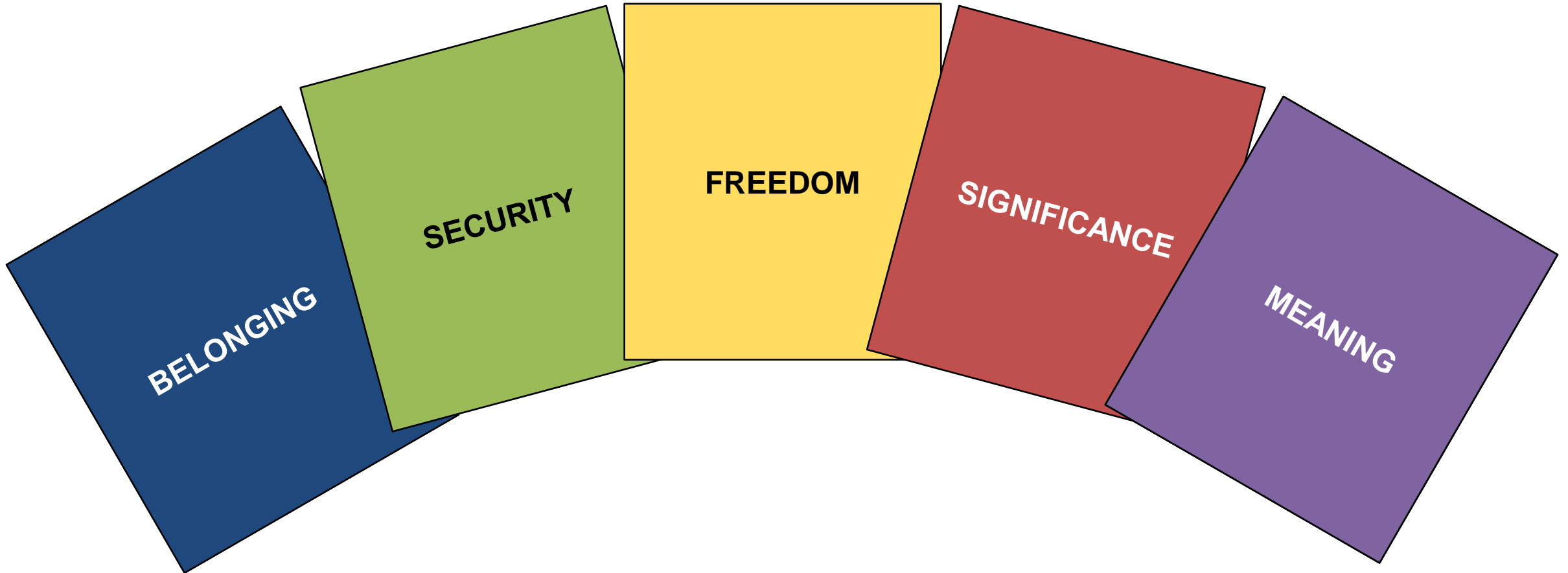
# What motivates you?

- What did you hear from one another? What stood out most? Anything surprising about someone's else **MOST** or **LEAST MOTIVATING** items?
- Did any of your **MOST** or **LEAST MOTIVATING** items change during your discussions? Why?
- How similar or different were your items compared to others? What does that tell you?

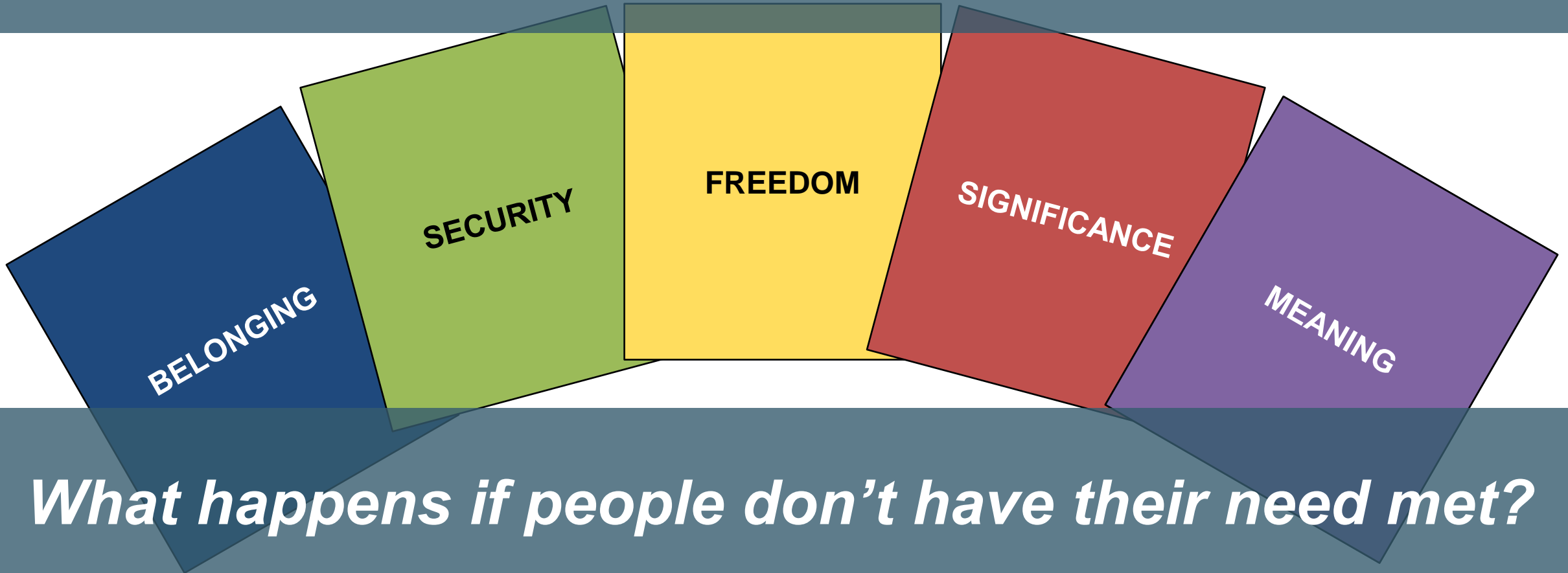
	ROUND 1	ROUND 2	FINAL
Need to fit			
Clarity			
Supported			
Valued			
Need inspiration			
Relationship			
Order			
Spontaneity			
Achievement			
Altruistic			
Inclusion			
Efficiency			
Flexibility			
Legacy			
Purposeful living			
Friendship			
Rules			
Adventure/risk			
Reputation			
Justice			
Team is key			
Predictability			
Autonomy/independence			
Productivity			
Need to understand "why"			



# OXYGEN POKER



*What is the one card you would NEVER give up?*



*What happens if people don't have their need met?*

BELONGING

**Wishy-washy**  
**People-pleaser**  
**Gossiping**  
**Complaining**  
**Cliquey**  
**Exclusive**

*What happens if people don't have this need met?*

SECURITY



**Micromanager**  
**Controlling**  
**Finger pointing**  
**Nitpicking**  
**Overly Analytical**

*What happens if people don't have this need met?*



**FREEDOM**



**Maverick**  
**Rule Breaker**  
**Poor Follow-through**  
**Unreliable**  
**Gambler**

*What happens if people don't have this need met?*

SIGNIFICANCE



**Credit Taker**  
**Being Right**  
**Overlooking Others' Contributions**  
**One-upper**  
**Overly Political**

*What happens if people don't have this need met?*

MEANING

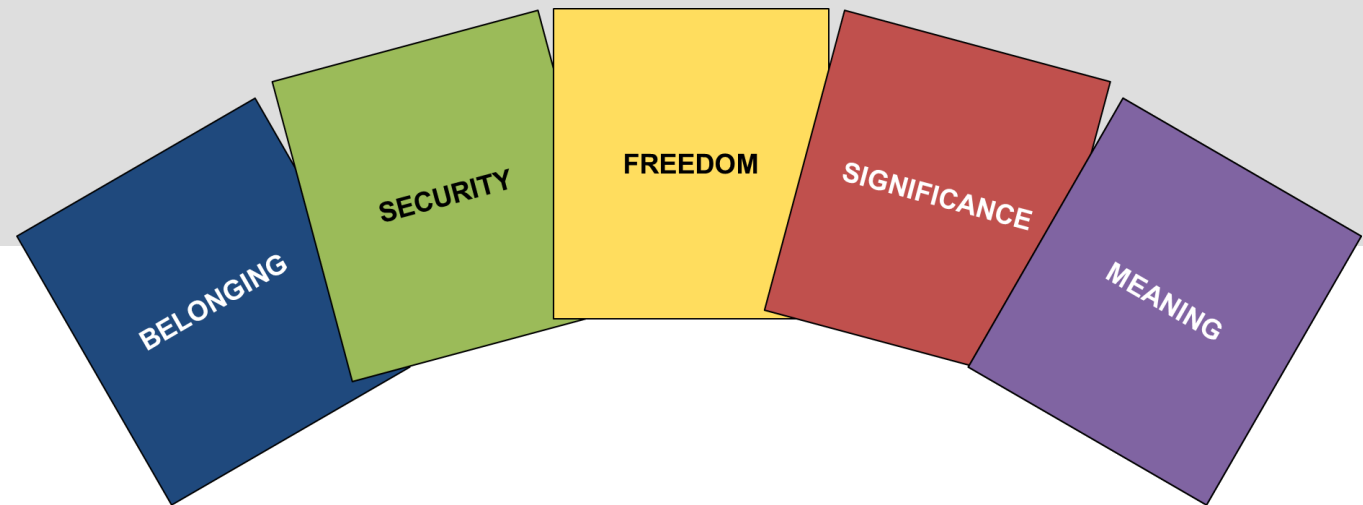


**Cynical**  
**Hypercritical**  
**Sarcastic**  
**Dark Humor**  
**Jaded**

*What happens if people don't have this need met?*

# *How can you continue to motivate your people?*

## **DRIVERS & DETRACTORS**





# WHAT WILL YOU DO?

