

Self Reflection

Your
MCode

TruMotive

Results for
Abigayle
Paulson

1

Collaborate

You enjoy being closely involved with others in contributing to common goals and vision.



Characteristics

- ☐ Moving forward: You have a desire to further the interest of the group and help realize its objectives.
- ☐ Satisfaction: You experience satisfaction in knowing that the group accepts you and that your contribution is important.
- ☐ Values: You deeply value fellowship, camaraderie, and teamwork.
- ☐ Importance: You prefer working together versus alone.

Contribution

- ☐ Help to clarify the vision/mission of the team or group.
- ☐ Find ways to incorporate individuals into teams/groups.
- ☐ Encourage and model the value of community.
- ☐ Build relationships and bring people together.

2

Excel

You are motivated to give your absolute best as you exceed performance and expectation.



Characteristics

- ☐ In it to win it: You thrive on competition; you want to win!
- ☐ Above and beyond: You embrace challenges that give a clear shot at going beyond the requirements of work, responsibility, or position.
- ☐ Never settle: You seek superlatives- you want to be the best, the fastest, the most.
- ☐ Perfectionist: You are motivated to go above and beyond people's expectations.

Contribution

- ☐ Demonstrate the value and contribution of high performance.
- ☐ Break through perceived limitations and barriers.
- ☐ Set a standard for meaningful and healthy competition.
- ☐ Raise the bar on quality and set new standards.

3

Make it Work

You are motivated to fix something that is broken or functioning improperly.



Characteristics

- ☐ Figure out the how: You are fascinated by how something or someone works or functions
- ☐ Solution focused: You hold a practical, let's fix-it approach.
- ☐ Improvement-driven: You thrive on making things better.
- ☐ Get to the bottom of it: You place less focus on routine maintenance, and more focus on troubleshooting activities.

Contribution

- ☐ Restore to what is pristine.
- ☐ You increase efficiency and effectiveness.
- ☐ Fix the biggest and most important issues or obstacles the world faces.
- ☐ Bring creative solutions to problems and challenges.

4

Demonstrate Learning

You are motivated to learn how to do something new and show that you can do it.



Characteristics

- ☐ Show and tell: You enjoy developing knowledge or skill to the point of proficiency, then demonstrating that proficiency.
- ☐ On to the next level: You are motivated to learn or develop basic skills as quickly as possible.
- ☐ Being the example: Your energy comes in teaching, showing, modeling and living out what you've learned
- ☐ New is always good: You're always learning new things, trying new things, and doing new things.

Contribution

- ☐ Inspire others to try new things.
- ☐ Mentor through relationship and modeling.
- ☐ Put ideas into practice.
- ☐ Create beautiful expressions of what is in the mind.

5

Gain Ownership

You are motivated to to acquire what you want and exercise ownership or control over what is yours.



Characteristics

- ☐ Build it up: Your focus is on saving, collecting, gathering, or building up
- ☐ Enjoy the spoils: Feelings of achievement come when you are able to enjoy what you've gained.
- ☐ Plan to scale: You set rules and realities around what you own
- ☐ Ownership matters: Defining the boundaries between what is mine, yours, and ours is important to you.

Contribution

- ☐ Demonstrate the value of hard work and ownership.
- ☐ By sharing the fruits and rewards of their labor.
- ☐ Model the value of taking care of something or someone.
- ☐ You raise the value of property, goods or services.

What descriptions resonate?

Review the characteristics and contributions for your selected motivation. Then for each motivation circle or highlight which descriptions most resonated with you.



Results for Abigayle Paulson

Collaborate

You enjoy being closely involved with others in contributing to common goals and vision.

Ideal Work Environments

- ☐ There is a lot of group and team work.
- ☐ Work that promotes a social/relational environment.
- ☐ There are shared goals, vision and collaboration.
- ☐ Communication and continuity are essential.

Excel

You are motivated to give your absolute best as you exceed performance and expectation.

Ideal Work Environments

- ☐ Clear reward when exceeding expectations.
- ☐ A competitive culture.
- ☐ An opportunity to stand out.
- ☐ Quality is the standard.

Make it Work

You are motivated to fix something that is broken or functioning improperly.

Ideal Work Environments

- ☐ Focus on fixing or improving people and relationships.
- ☐ Problem solving role where things are broken.
- ☐ Repairing or revamping is part of the service and product.
- ☐ High regard for customer service.

Demonstrate Learning

You are motivated to learn how to do something new and show that you can do it.

Ideal Work Environments

- ☐ Learning and personal growth are part of the environment.
- ☐ Environment where there is application of learning in the work.
- ☐ Where there is opportunity to present findings and outcomes.
- ☐ Part of the work is in the teaching and modeling of what has been comprehended.
- ☐ Learning is ongoing and continual.

Gain Ownership

You are motivated to to acquire what you want and exercise ownership or control over what is yours.

Ideal Work Environments

- ☐ One where you can become an owner or investor in the business.
- ☐ You as the Small Business Owner.
- ☐ A company that is a partnership of shared interests and revenue.
- ☐ A culture that promotes individual control over a significant part of the business.

