

My Drivers

Discovering Personal Sources of Fulfillment

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1st Pass: Do this quickly; go with your gut-reaction. Read through the list and mark as many as seem to fit you.

2nd Pass: Do this a few days later. Take a fresh look at your list. Do you still agree? It's OK to make changes. Then winnow the list down to 5. Ask yourself: Which are key? Which have I "owned" my whole life? Which make me feel best?

3rd Pass: Do this a few days later. Take your list of 5 and prioritize it. Then ask yourself: What does the list tell me about my life? about who I really am? Which drivers are being fulfilled now? which are not? Do I want new ones?

As you explore possibilities in this next phase of life, this knowledge can help you make choices that lead to satisfaction.

#1 Accomplishments—to have accomplishments
Do you like undertaking challenging assignments, tasks, or projects? Do you feel a sense of completion when you finish? Do you feel proud when you use your skills?

#2 Action—to be "part of the action"
Do you enjoy being constantly on the go, living with tight deadlines, taking on high risk challenges? Do you like the buzz of a busy environment?

#3 Authority—to be an authority figure
Do you like being regarded as having the answers? Do you enjoy having people seek you out for advice? Do you like being perceived as an expert in a specific area?

#4 Belonging—to have a sense of belonging
Do you like being part of a team or special task force? Are you a member of a club or organization or other group? Do you like being associated with a group?

#5 Competition—to be competitive
Do you participate in activities where there is a recognized winner? Do you like to win? Do you like the thrill of the game? Do you like to get your way?

#6 Creativity—to be creative
Do you like to come up with novel ideas, to think out of the box? Do you like generating ideas with others? Do you like to be with people who see things differently from you?

#7 Current—to be current or "in"
Do you like to be "up on the latest" news, ideas, fashion, entertainment? Do you like to be cutting edge? Do you like to be first to try a hot new item, movie, technology?

#8 Experiences—to have new experiences
Do you seek out novel situations? Do you like meeting diverse people? Do you seek different opinions?

#9 Friendship—to develop friendships
Have you made most of your friends through work or non-work-related activities? Do you socialize with people from work in non-work situations?

#10 Fulfillment—to be fulfilled
Do you look for a sense of satisfaction from what you do? Is it easy for you to identify what *doesn't* make you feel good about a job or task? Do you have a reason for jumping out of bed every morning? Do you want one?

#11 Global—to have global opportunities
Are you intrigued with globalization and multicultural issues? Do you seek opportunities to visit other countries?

#12 Goals—to have and to share goals
Do you manage your time with a to-do list? Do you make New Year's resolutions? and keep them? Do you hate to feel goal-less?

#13 Identity—to have an identity
Do you introduce yourself in terms of your work (past or present)? Does your work make you feel important?

#14 Intellectual Stimulation—to be with intellectually stimulating people
Do you like to be in mentally stimulating situations? Do you like to be with people who challenge your thinking?

#15 Leadership—to be a leader
Do you often find yourself in charge? influencing others? Do you like the fact that you can motivate others? that others follow you? Do you like being the boss?

#16 Lifelong Learning—to be constantly learning
Are you curious? Do you have interests that you study just for the sake of the knowledge? Do you enjoy research, taking seminars, or reading about topics that interest you?

#17 Making a Difference—to help make the world better

Do you like to do things that help others and that make their lives better? Do you want to leave a legacy for your family, community, or society? Do you feel you have a bigger mission in life than what you are presently doing?

#18 Mentoring—to mentor others

Are you known for taking people under your wing? Do you take pride in helping others find or hone their skills or interests? Does it give you pleasure to help people grow?

#19 Passion—to pursue a passion

Is your work (paid or unpaid) related to a personal passion, interest, hobby, or pastime? Would you do it even if you weren't paid? Is it more than a paycheck to you?

#20 People—to have exposure to people

Do you find it stimulating to meet people? Do you take an interest in the personal and family lives of co-workers, associates, people in the community? Do you hope to be close to people you associate with at work or personally?

#21 Power—to wield power

Do you like to be in charge? to be the one who decides? Do you like to influence others at work or in social organizations? Are you OK when the buck stops with you?

#22 Prestige—to gain prestige

Do you like people to look up to you or admire you? Do you like to be associated with the "in" thing, an esteemed organization, or cool people, who enhance your image?

#23 Problem-Solving—to be a problem-solver

Do you like to break down problems, solve them, and tie up loose ends? Do you like to get involved with jobs that others are having trouble completing? Do you like tackling the tough tasks?

#24 Recognition—to be recognized

Do you like people to acknowledge your importance, including by greeting you by name? Do you like it when you are recognized publicly for your personal attributes, talent, or track record?

#25 Self-Esteem—to enhance self-esteem

Do you look for situations or activities that make you feel good about yourself? Does positive feedback or kudos from others make you feel good?

#26 Skills and Talent—to develop skills and talent

Do you seek opportunities where you can use your skills and talent? Are you constantly trying to make yourself a better worker or person? Do you embrace change and new ideas as a chance to improve your abilities?

#27 Social—to be connected to others

Are you happier being alone or with others? Do you need others to energize you? Are people and friends a lifeline?

#28 Structure—to have structure

Do you have a weekday and weekend personal routine? Do you get thrown when something doesn't go as planned or expected? Do you just go with the flow?

#29 Value—to give value to others or to be valued

Do you like to have people rely on you? Is it important to be valued by people you value? by anyone?

#30 Visibility—to have visibility

Do you like to have your name mentioned positively in the newspaper or on a program or in conversation? Do you sit in the front of the room at meetings, presentations, or religious services?

3rd Pass

My Top Five by Priority

#1

#2

#3

#4

#5

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