

| Qualities of People with Achievement As a Prime Motivator | Qualities of People with Affiliation As a Prime Motivator | Qualities of People with Power/Influence As a Prime Motivator |
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| Think About: <ul style="list-style-type: none"> Goals and how to achieve them Problems and how to solve them Strong performance and success | Think About: <ul style="list-style-type: none"> Interpersonal relationships Feelings (theirs and others) How they can help | <ul style="list-style-type: none"> Think About: Impact, influence on behalf of others (social power) What's in for me? Keeping the power I have (personal power) Leadership, prestige, and job status (both kinds of power) |
| Strengths: <ul style="list-style-type: none"> Well organized Innovative Good planner and problem-solver Strong initiative | Strengths: <ul style="list-style-type: none"> Good barometers of "climate" Team players Sensitivity Good listeners | Strengths: <ul style="list-style-type: none"> Door openers Strategic thinkers Fundraising from individuals Teachers, trainers Work through hierarchy |
| Struggles and Weaknesses: <ul style="list-style-type: none"> Delegation to others Process (they can be impatient) Valuing relationships and teams Perfectionism Sensitivity Risk taking (only calculated) | Struggles and Weaknesses: <ul style="list-style-type: none"> Over sensitive Unaware of time Dealing with conflicts Needing much affirmation Being alone or with strangers | Struggles and Weaknesses: <ul style="list-style-type: none"> Dominating - possibly intimidating to affiliators Argumentative Outspoken Intimidating (especially to affiliators) |
| Needs: <ul style="list-style-type: none"> Feedback (they don't like to fail) Challenge and opportunity to grow. High standards, unique accomplishments Deadlines Responsibility Checklists-and crossing them off! | Needs: <ul style="list-style-type: none"> To help and be needed To be with friendly people To feel included, liked To be supervised by a "Leader-friend" Personal recognition Opportunity to express feelings | Needs: <ul style="list-style-type: none"> Position of leadership and influence Public recognition Prestige and job status |
| Best Types of jobs: <ul style="list-style-type: none"> Fundraising Training Recruiting volunteers/partners Organizational Ambassadors Data gathering Board of Directors Administration Financial Professional tasks | Best types of jobs: <ul style="list-style-type: none"> Direct client services Group or family activities Planning/giving recognition Public relations Leading support groups/orientations Mentoring new volunteers | Best types of jobs: <ul style="list-style-type: none"> Advocacy Policy making Fundraising Political action Speaker, trainer Taskforce facilitator Board Chair or Chair of powerful task force committee |
| Has: <ul style="list-style-type: none"> A big daytimer (calendar/planner) | Has: <ul style="list-style-type: none"> The biggest address book | Has: <ul style="list-style-type: none"> Most impressive plaque wall |