



Summary Report

iREAP® Summary Report for Dorothy Dickens

Reap the rewards
of engagement.



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Section 1 : Motivations

Your motivations are unique. Our research has showed there are six different categories of motivation. See the diagram below as they are represented as different blades of a propeller. Also see the table to reveal which of your motivational blades are most important to you. The maximum score for each is 10.



| | | |
|--------------------|------|----------|
| Security | 6.40 | Moderate |
| Belonging | 6.33 | Moderate |
| Expertise | 8.00 | High |
| Self Actualisation | 4.60 | Low |
| Work-Life | 7.33 | Moderate |
| Altruism | 7.17 | Moderate |

It is important for you to not make value judgements on whether a high or low score is good or bad. It is neither good nor bad. It just is a score. This means it is merely a reflection of what is important to you right now, at this stage in your life, and at this stage in your career. Your current motivational drivers are perfect for you right now - if they are serving you well.

If your motivational drivers are not being expressed effectively in your work or personal life then an intervention is warranted. If they are, then congratulations, because you have been very successful in navigating your pathway through life!

Section 2 : Alignment

The iREAP® profile has measured your levels of satisfaction at this point in time in your current role.

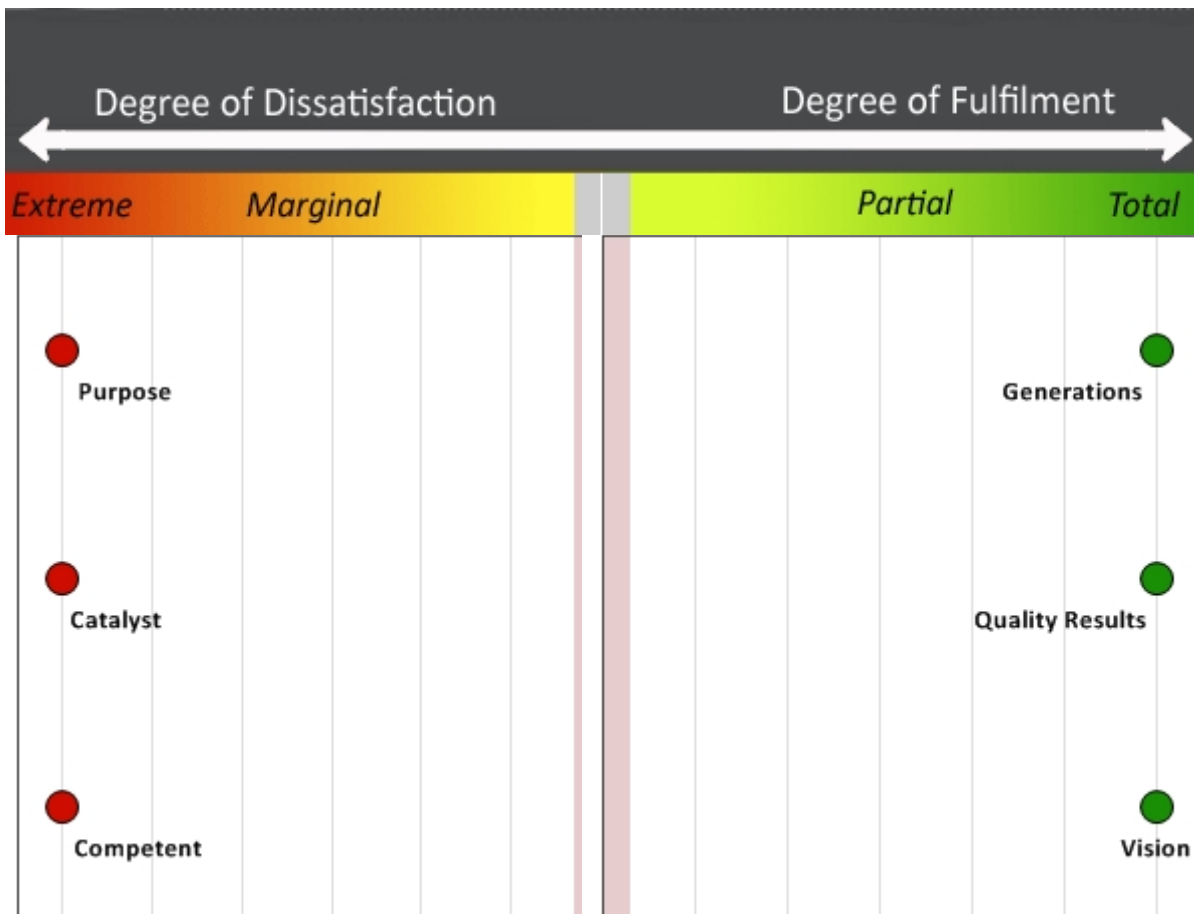
Your satisfaction levels are likely to change over time but right now, the way you feel about the aspects listed below determine your overall level of motivational alignment. There are six work aspects for each of the six motivational blades.

The measure of how well your needs are being met overall for the 36 aspects of work is called **alignment**.

Your fulfilment and dissatisfaction results

The graph below **shows only those aspects of work** that you find the *most* fulfilling in your current role and the aspects you find *most* dissatisfying. Not all 36 aspects of work are shown.

The arrows at the top of the table indicate how fulfilling or dissatisfying each aspect is for you. Points moving further from the middle of the graph indicate more extreme or definite results.





Graph Legend

The aspects highlighted in your graph are the most satisfying and most dissatisfying for you at this point in time. This legend shows the actual blade that each of these work aspects relates to and what it means.

▶ **Expertise: Competent** Being competent in my job

▶ **Altruism: Catalyst** Being a catalyst for change and improvement in the community and society

▶ **Work Life: Purpose** Having a clear purpose in my work life

▶ **Work Life: Vision** Achieving my life vision through my work

▶ **Expertise: Quality Results** Delivering quality results

▶ **Altruism: Generations** My organisation having a positive impact on future generations

Your alignment Score is MODERATE

Based on the results for all of your 36 work aspects, your average alignment score overall is -1.06. This value is MODERATE. A moderate value means that there are many areas you can target to see real improvements in your job satisfaction.

Please note that you answered 2 of these work aspects as non-applicable and this needs to be taken into consideration when interpreting the results of your report. Ideally for the results to be reliable this number should not be more than 8.

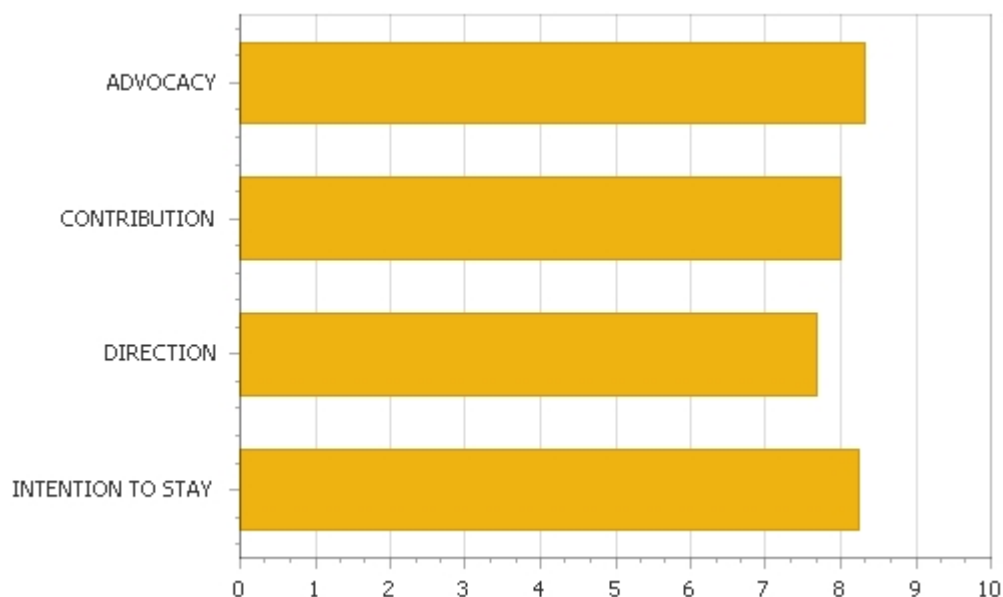
Section 3 - Engagement

The profile measures your overall level of engagement and commitment towards the organisation that you work for. The iREAP measures three different components:

1. **Intention to Stay:** how emotionally attached you are and willing to continue working with your current workplace.
2. **Contribution:** how inclined you are to take on other responsibilities and invest time, energy, ideas and effort at work.
3. **Direction:** the extent to which you agree with the direction of organisation and willingness to pursue the work priorities of your manager / section / department.
3. **Advocacy:** whether you feel you can be yourself at work and how well you think of your organisation.

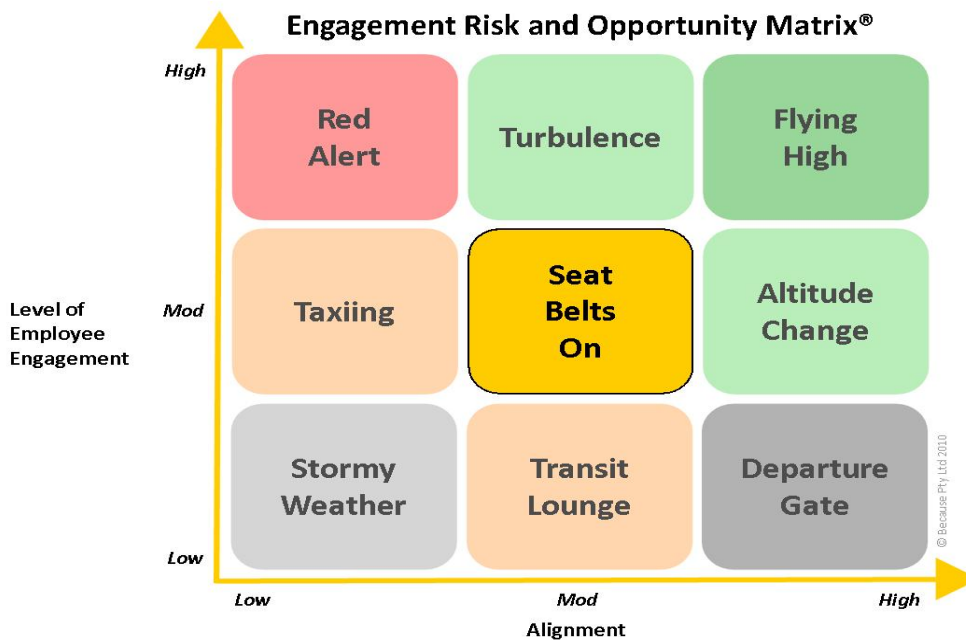
The bar chart below shows your results for your level of engagement with your current organisation. Essentially the longer the bars the more engaged you are.

Your engagement score is : 8.08 MODERATE



Section 4 : Profile

Seat Belts On



Seat Belts On means that you have reasonable alignment between what you need and what you are getting in the workplace but there is room for improvement. While this is of some concern, it is important to remember that not all of your motivational needs should be met from the workplace. It is important for your growth and development that your motivational thirst is quenched from different sources including family, friends and the community.

This position in the matrix often suggests a need for clarity. That might be for clarity of business direction, career direction or both. Often people in this position in the matrix experience uncertainty. At this point in your career, you could move in any direction. But which direction will suit your interests in the best way right now?

You could choose to:

- stay still and consider the various career and work options available to you
- contribute more effort in your current role and focus on increasing your commitment towards your organisation
- refocus your effort and change the way you execute your tasks and manage work relationships
- slow down, redirect or withdraw effort from your current role and invest in a different work

- context perhaps in a different role, career or organisation
- invest energy in a new hobby or activities outside of work
- start moving in a different career direction by taking a career break, sabbatical, different type of work, retirement, portfolio career, self-employment or volunteering.

Opportunities

Seat Belts On presents opportunities to:

- clarify the direction that the business or your career is heading
- reinvent yourself and start a new phase in your life and career
- develop a more concrete career and life action plan
- manage uncertainty and ambiguity more effectively
- use the creative tension that your level of alignment presents to influence positive changes in the workplace and in yourself.

Risks

Seat Belts On poses the risk of:





- becoming stuck and resistant to change
- not moving forward in your career
- procrastinating and avoiding making decisions
- losing momentum for change and allowing opportunities to pass you by.

Section 5 - Development Strategies








Your engagement score was MODERATE. This means your engagement development effort might be best focused on sustaining, improving or examining in more detail what is driving your engagement level.

You have been profiled as SEAT BELTS ON in the iREAP. The development opportunities for people in this cell include:

Development recommendations for SEAT BELTS ON include:

-  Analyse your career and past achievements and identify what your strengths are.
-  Think about what kind of work activities motivate you the most.
-  Research where the opportunities to do this kind of work are, either in the organisation or somewhere else.
-  Seek a career coach or mentor to support you to clarify your decisions and commit to action.
-  Write up a career development plan with clearly defined action steps.
-  Start working on one of those steps within the next week.

Specific development actions suggested for someone in SEAT BELTS ON are to:

-  Create a career action plan and actually take the first step.
-  Build your skills and confidence in:
 - lateral(thinking)
 - problem solving
 - change and improvement
 - negotiation, persuasion and influence.
-  Become more emotionally aware.
-  Reduce ambiguity by researching the strategic and operational objectives of the workplace.
-  Learn how to ask really good questions to reduce uncertainty.
-  Become more comfortable with what is unknown.
-  Have some development discussions, or pep-talks, with your manager or a trusted colleague.

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