



Summary Report

iREAP® Summary Report for Summer Time

Reap the rewards
of engagement.

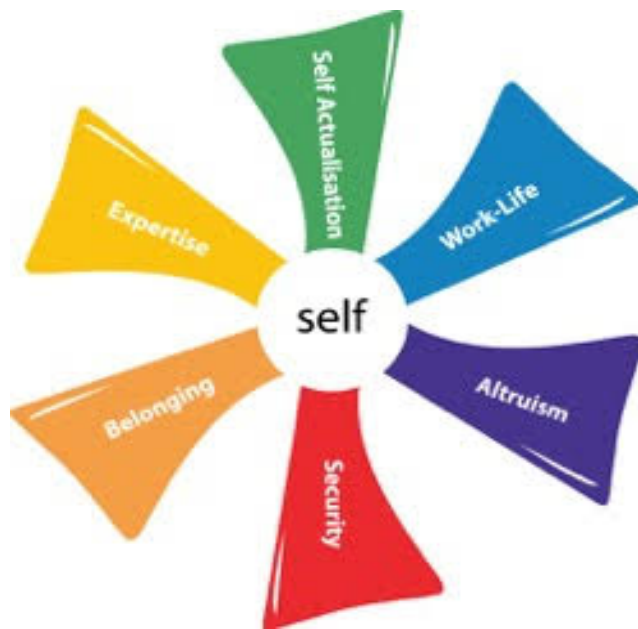


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Section 1 : Motivations

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	7.67	Moderate
Expertise	8.50	High
Self Actualisation	7.50	Moderate
Work-Life	6.75	Moderate
Altruism	8.33	High

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.

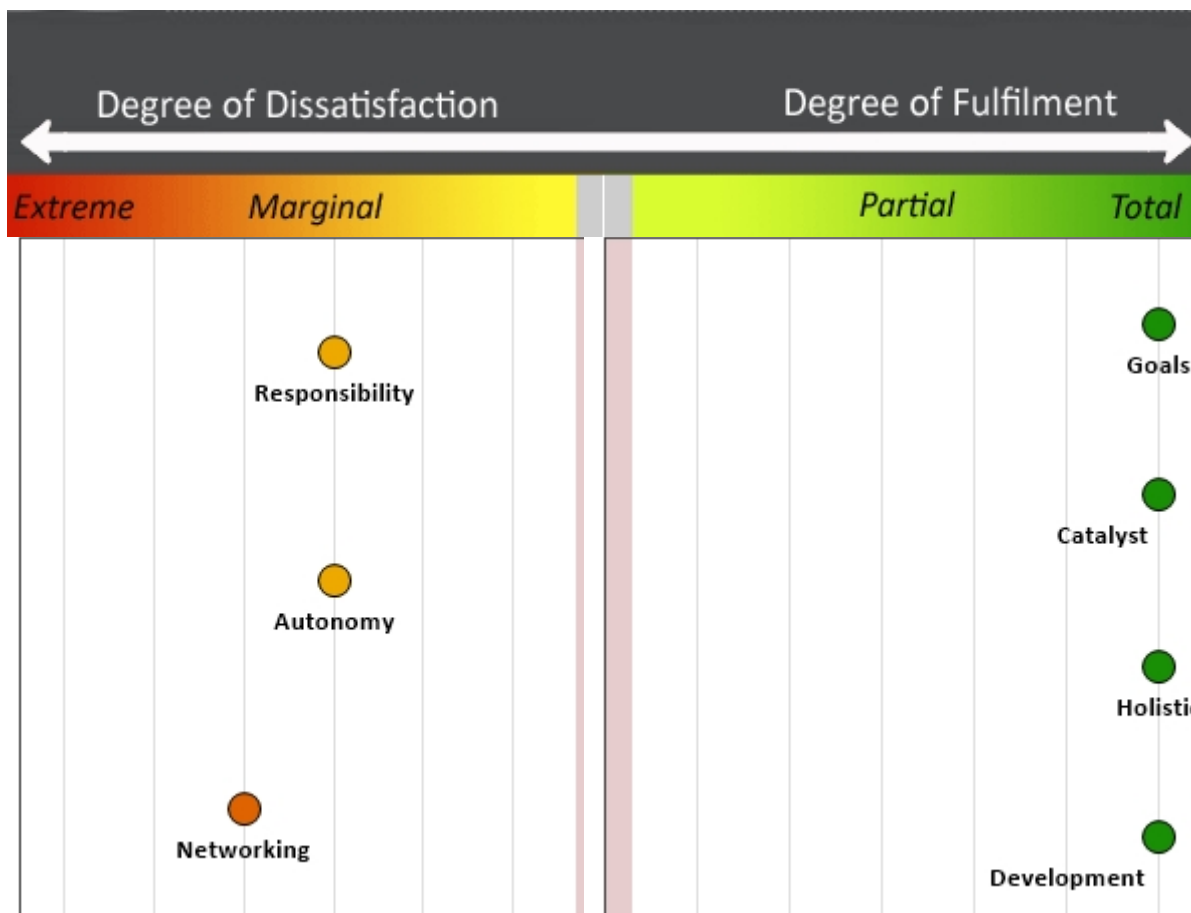
Your satisfaction levels are likely to change over time but right now, the way you feel about the aspects listed below determine your overall level of motivational alignment. There are six work aspects for each of the six motivational blades.

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.

- ▶ **Networking** Developing networks within my profession
- ▶ **Responsibility** Taking full responsibility for my actions and decisions in my work
- ▶ **Autonomy** Having choices about how, when and where I work
- ▶ **Goals** Working in a group with shared goals
- ▶ **Development** Developing new skills and knowledge in my area of work
- ▶ **Holistic** Developing all aspects of myself
- ▶ **Catalyst** Being a catalyst for change and improvement in the community and society

Your Alignment Score is -0.49 HIGH

A high value means that many of your most important motivational needs are being met really well in your current role and you have a good job-fit. Please note that you answered 3 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.

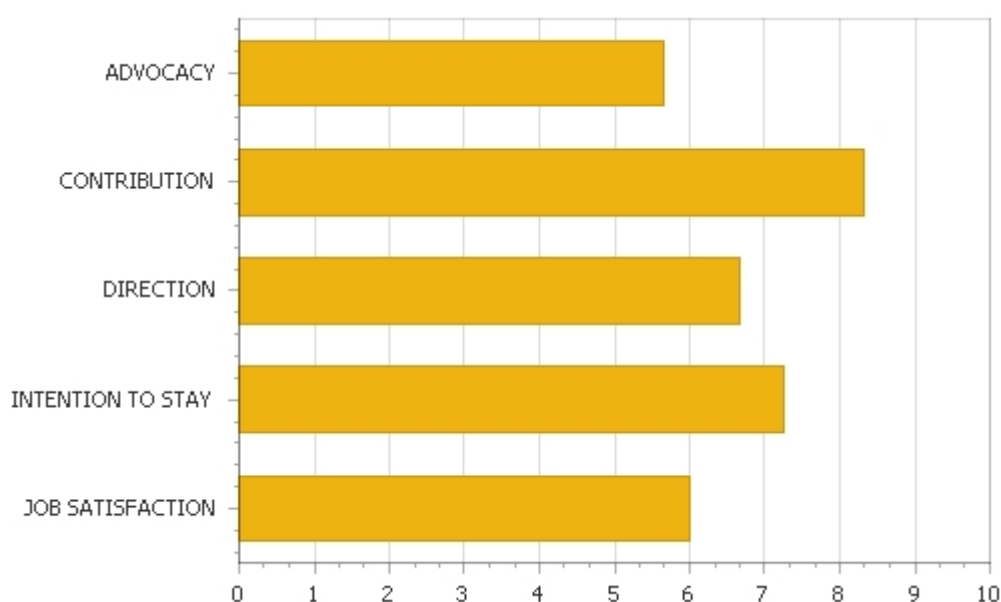
Section 3 - Engagement

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 : 7.00 MODERATE

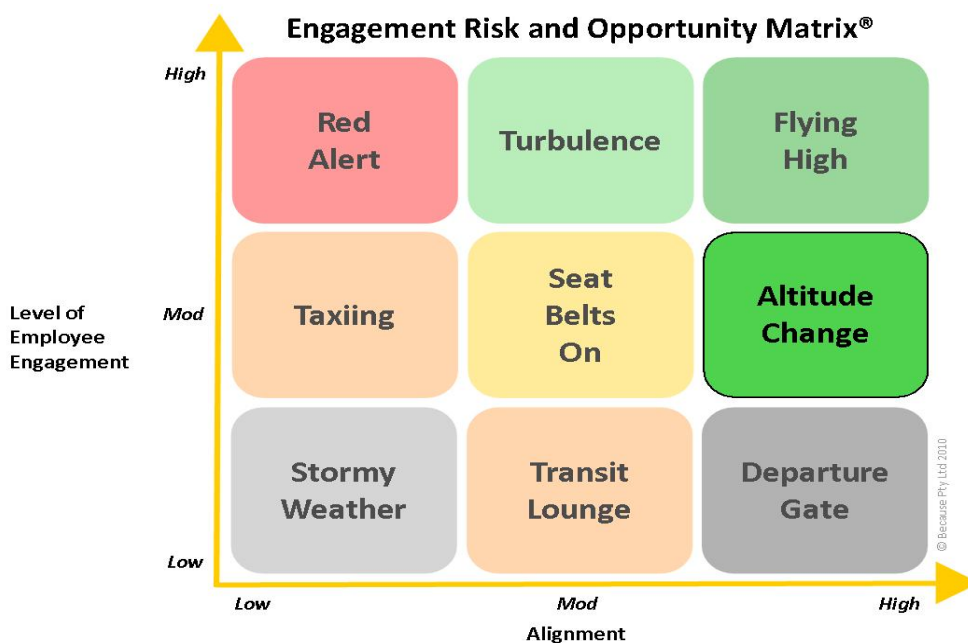


Section 4 : Profile

This part of your report profiles where you sit in the Engagement Risk and Opportunity Matrix. It then looks at the risk to you and your organisation of your current level of engagement and alignment of your motivations. The matrix has nine cells and your profile results place you in the cell that best describes your current situation.

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Altitude Change



You have excellent alignment between what you need and what you are getting in the workplace. You should be pleased, as this is not always easy to achieve so well done on achieving a good fit. **Altitude Change** means that you are not fully engaged with your organisation. This might be because you are very competent and capable and don't need to invest extra effort to perform your work tasks and achieve priorities. Or you may have made a conscious choice to conserve your energy or to balance your commitments across multiple roles and areas of your life.

Work performance and delivery of desired outcomes can be managed very effectively in Altitude Change. However, you might reserve some of your energy and engagement for other priorities such as family commitments, study, vocational interests, sport and hobbies and community responsibilities. Or

you might be growing into your role, learning how things work and building competency and connections with people in the organisation.

Opportunities

Altitude Change can present opportunities for:

- sustained contributions and solid performance over time
- further capacity to stretch and grow
- conserving energy and momentum
- being “in-flow” with your motivational needs and what your work provides
- effective management of priorities for a healthy work-life balance

Risks

Risks of Altitude Change include:


- not balancing multiple work and personal priorities well
- not being seen by others as committed enough
- not putting enough focus on your own professional and career development
- getting too comfortable and not seeking stretch and challenge opportunities.


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 ALTITUDE CHANGE in the iREAP. The development opportunities for people in this cell include:

Development recommendations for ALTITUDE CHANGE include:


 Make sure you have clear performance expectations and have documented the performance outcomes you achieve at work on a regular basis.


 Seek opportunities to increase engagement by:


- working flexibly so that you can more effectively accommodate other competing priorities
- working smarter but not necessarily harder by focusing on being productive and efficient at work
- looking for ways to gain greater leverage from other resources (people, technology, networks)
- Setting yourself a challenge.


 Creating a personal and career development plan.

Specific development actions suggested for someone in ALTITUDE CHANGE are to:


 Identify your current strengths and how you could have greater leverage of those strengths at work.

 Assess how you currently spend your time at work and identify time wasters.

 Eliminate aspects of your work which do not add value or tasks that could be delegated.

 Examine what would need to change for you to be more engaged and committed to your organisation.

 Seek support from a coach or mentor.

 Prepare a development plan and stick to it.

Integrity of Use

The individual Role Engagement Alignment Profile™ has been carefully developed to meet high professional and ethical standards. This report is not intended and should not be used for the assessment of the respondent's performance, potential or any decision related to employment including promotion or termination. In case of concerns about the integrity of the application of this instruments please contact Because by emailing support@because.com.au

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