



Summary Report

iREAP® Summary Report for Sample Report Test  
Organisation  
Reap the rewards  
of engagement.



# Contents

<b>Section 1</b>	<b>Motivations</b>	<b>3</b>
	What motivations are most important to you right now?	
<b>Section 2</b>	<b>Alignment</b>	<b>4</b>
	Most fulfilling and dissatisfying work aspects. How well your motivations are aligned in your current work?	
<b>Section 3</b>	<b>Engagement</b>	<b>6</b>
	How engaged you are with your current organisation?	
<b>Section 4</b>	<b>Profile</b>	<b>7</b>
	Your overall profile result, the opportunities and risks for you and your employer	
<b>Section 5</b>	<b>Development Strategies</b>	<b>9</b>
	Recommended development strategies for your profile.	
<b>Section 6</b>	<b>Conversations</b>	<b>10</b>
	Tips on how to have an effective conversation and an action plan template.	

# 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	7.00	Moderate
Belonging	8.33	High
Expertise	7.17	Moderate
Self Actualisation	7.00	Moderate
Work-Life	8.33	High
Altruism	7.60	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.

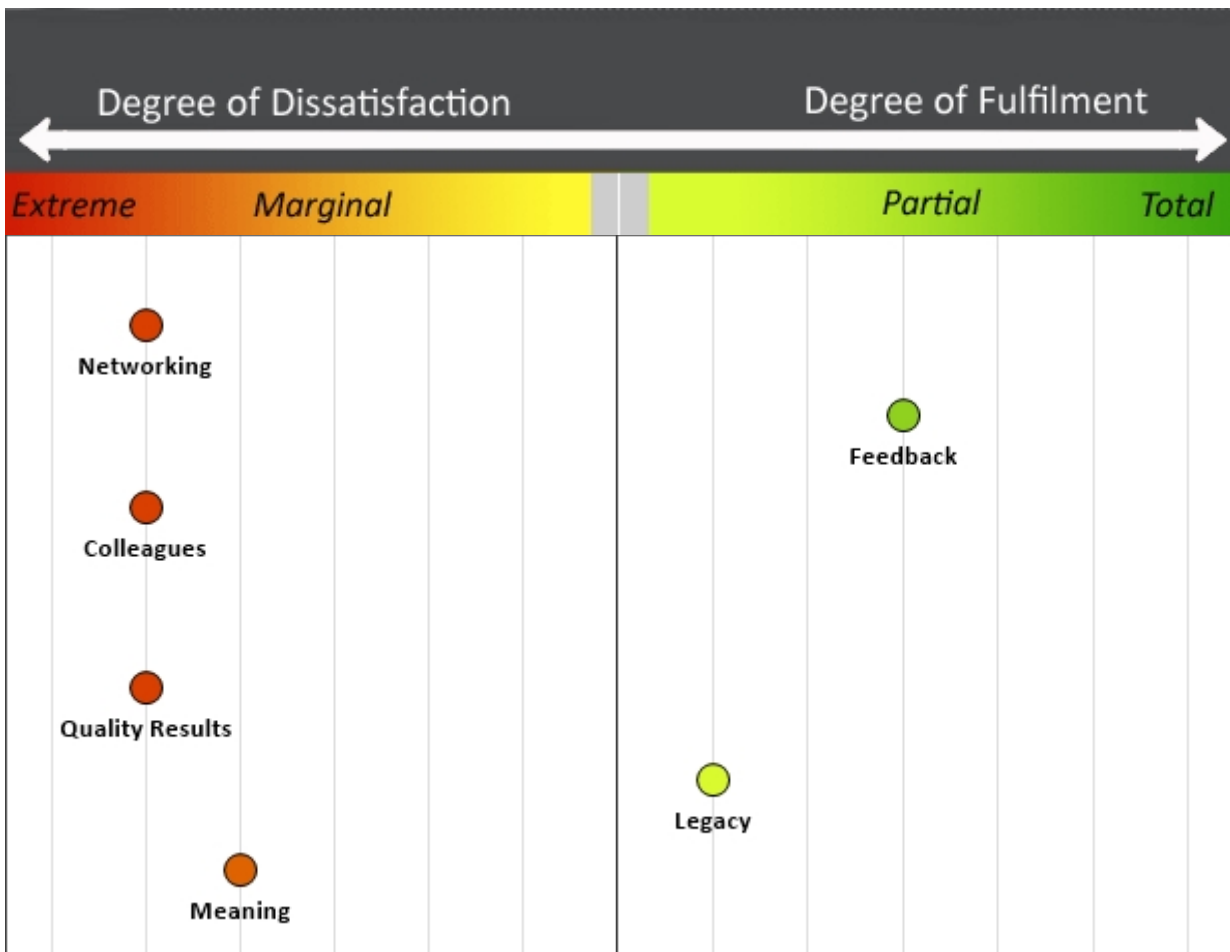
Your satisfaction levels are likely to change over time but right now, the way you feel about the aspects listed below determine your overall level of motivational alignment. There are six work aspects for each of the six motivational blades.

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.


 **Quality Results** Delivering quality results

 **Legacy** Leaving a personal legacy

 **Colleagues** Forming good relationships with my colleagues

 **Feedback** Getting feedback on my strengths, limitations and potential

 **Networking** Developing networks within my profession

 **Meaning** Obtaining meaning and fulfillment from my work

Your Alignment Score is -4.27 LOW

A low value means not many of your most important motivational needs are being met and likely to be creating some tensions and frustrations for you in the workplace.

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.

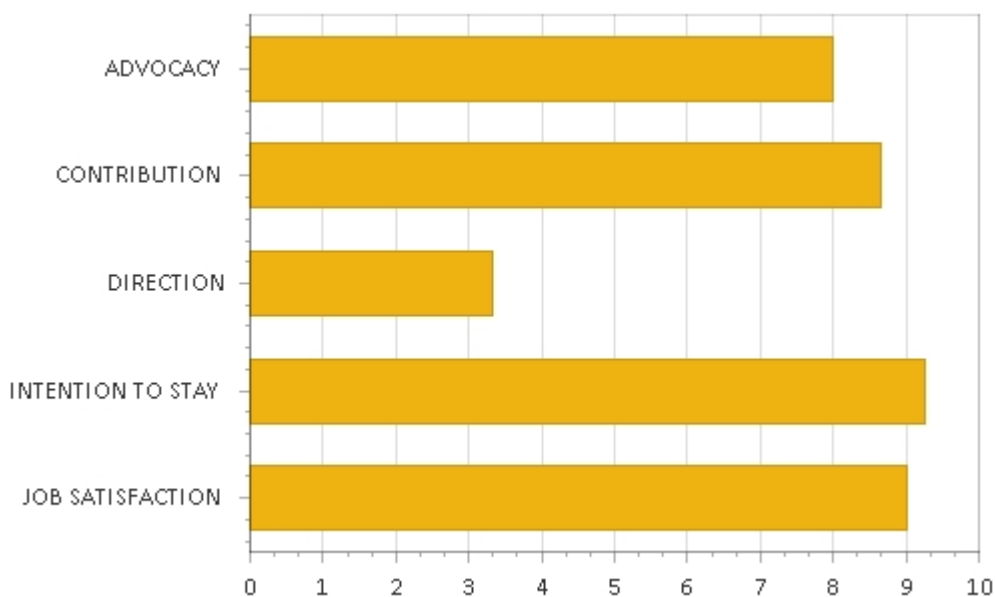
# Section 3 - Engagement

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.

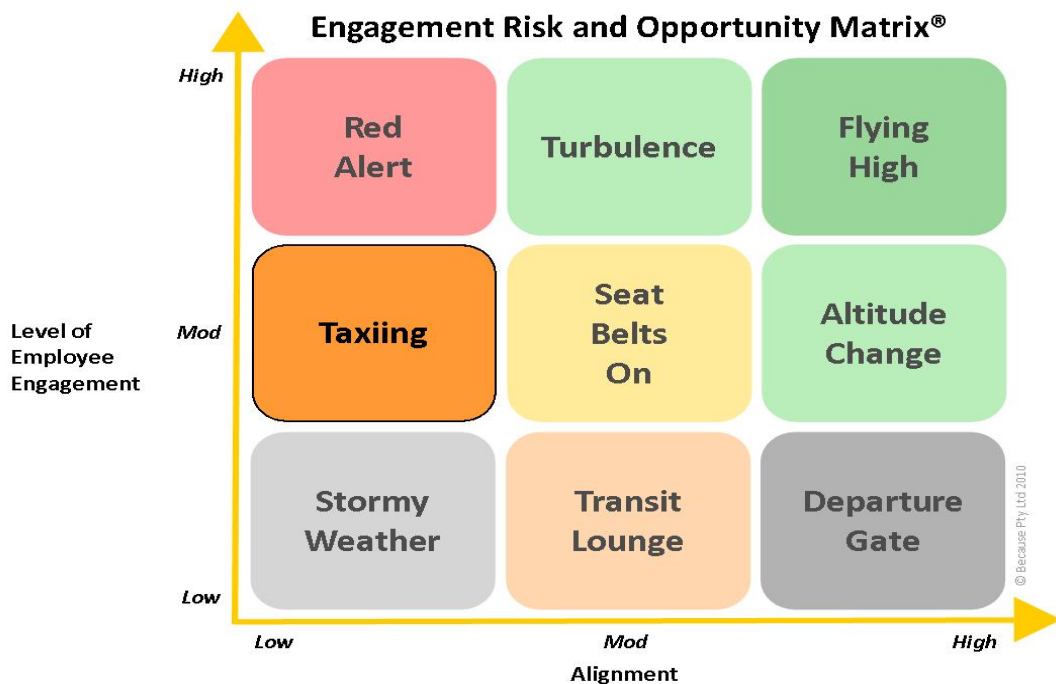
**Your Engagement Score is : 7.46 MODERATE**



# 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.

## Taxiing



Your position in the Matrix at **Taxiing** means that not many of your motivational needs are being met in your current role. If these needs are also not being met in your personal life then it may have a negative impact on you emotionally, intellectually or physically.

## **Opportunities**

Because you are profiled as Taxiing you have the opportunity to enrich your work by:

- re-negotiating work expectations and required tasks
- redesigning your role
- transitioning into a different career or professional pathway
- reflecting on what is most important to you in your work and personal life and make appropriate adjustments
- improving your resilience, stamina and perseverance

## **Risks**

People who are Taxiing are at risk of:

- reduced performance because of poor role fit
- burnout and exhaustion
- resignation
- procrastination and avoidance of tasks considered unchallenging or boring.

## **Choices**

You could choose to:

- Clarify work expectations and task responsibilities with your manager or clients. Due to current priorities, there might be a difference between the work tasks you were recruited to perform and the work you are now required to deliver. If the difference in expectations is substantial it might be contributing to your dissatisfaction at work.
- Redesign your role in collaboration with your stakeholders (manager, clients, customers, partners and suppliers), so that the work you are expected to do more closely aligns with what is important to you.
- Look for other roles within the organisation through secondments, internal transfers, job rotations or special projects.
- Change your career direction and considering totally different roles.





# Section 5 : Development Strategies


Your Engagement Score is Moderate. This means your engagement development effort must be focused on improving your engagement level.


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

## Development recommendations for Taxiing include:


 Think seriously about whether you are in the right role.


 Have development discussions, or pep-talks, with your manager or a trusted colleague.


 Explore job redesign or new roles to use talents, creativity and motivational energies more effectively.


 Seek support from a career coach to help you work through your options for a better fit with your talents and capabilities.


## Specific development actions suggested for someone in Taxiing are to:


 Seek support from a coach or mentor.

 Examine what work tasks make up the core of your role and cannot be changed.

 Identify what parts of your role there is discretion to change in terms of improving, eliminating or adding extra elements. The changes you should concentrate on are those which enhance the value of your contributions and provide you with needed challenge and complexity.

 Document your ideas about proposed changes.

 Design your ideal role.

 Identify other roles within your organisation that you think would be a better fit for you.

## Section 6 - Conversations

The final stage is for you to dive deeper into your results by having some conversations. You could decide to work through the insights and implications of your report on your own through further reflection. Or you could decide to work through this report with a trusted friend, coach, mentor or manager.

When working through this report and preparing for a career engagement conversation you might like to reflect more on the following areas:

- What is most important to you and how is that being given expression in your current work
- How well your work is contributing to the overall goals
- How well you feel their current work is meeting your needs
- How aligned you feel to the overall direction of your organisation
- What your aspirations are and how well might they be aligned to the future direction
- Any changes you would like to make to how your work or the work of your area is done
- What changes you might want to make to re-design of your role
- What obstacles or constraints might get in the way of your engagement and performance
- What support and development would you like to continue to have / obtain
- How you would like to work best with your colleagues and manager
- Specific actions that you would like to see as a result of this conversation

Use this section to jot down some specific questions or conversation triggers you would like to bring up in conversation with your manager or coach.

---

---

---

---

---

---

---

---

---

---

---

---

---

---

---

---

---

---

---

---

---

---

---

---

## Action Plan

Please use this information as a guide for you to develop and commit to actions. You might like to create an action plan on your own, with a coach or mentor or through conversation with your manager.

### Desired Outcomes

Now that I've read this report, the two or three outcomes I will achieve are:

---

---

---

---

---

---

---

---

---

---

---

---

---

---

---

---

### Action steps

The actions I will take to achieve these outcomes are:

---

---

---

---

---

---

---

---

---

---

---

---

---

---

---

---

## 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](mailto:support@because.com.au)

## Disclaimer

This report is confidential to the respondent and should not be used for any purpose without the respondent's consent. The report is designed for use in conjunction with appropriate career management advice and is not intended to be a substitute for qualified and professional advice. Because Pty Ltd, its officers, the author and editor will not be liable for any action taken or not taken as a result of relying on any information provided in this report.

## Copyright

Because Pty Ltd owns the copyright of this document and all rights are reserved. No part of this report may be reproduced by any means without prior permission in writing from Because Pty Ltd.

## Contact



Pamela Frost  
Director  
Pamela  
Reap the rewards of engagement  
1300 865 790  
[www.because.com.au](http://www.because.com.au)  
[pamela@because.com.au](mailto:pamela@because.com.au)