

Leadership and the Role of Motivation (Using Motivational Appraisal of Personal Potential - MAPP &re

"Ineffective people live day after day with unused potential. They experience synergy only in small, peripheral ways in their lives. But creative experiences can be produced regularly, consistently, almost daily in people's lives. It requires enormous personal security and openness and a spirit of adventure". Stephen Covey

Are your employees satisfied with their jobs? Have you had employees quit and don't understand why? How do you motivate "lazy" employees?

Where a resume can trace an individual's history, and a personality profile can categorize a person by traits, only by understanding motivation can we clearly see where an individual's talents, desires and potential lie. Personal motivations in categories like temperament, aptitude and vocational interests can be identified and rated according to their intensity.

By charting these motivations, we can provide an understanding of the intricacies that keep individuals happy, thriving and effective in their work.

MAPP ™ (Motivational Appraisal of Personal Potential) is a 21st century instrument used to create more productive and efficient organizations. It is based on a comprehensive and integrated personal inventory for understanding motivation and potential.

It allows employers to make the most successful employees benchmarks for others it enables businesses to hire more thoughtfully and accurately, and to build healthier and more efficient teams it facilitates wise promotion decisions it can target specific areas for training it reduces turnover by accurately matching individuals to their positions. And, in turn, it helps keep employees satisfied and productive.

Motivational Appraisal of Personal Potential gives companies an unprecedented glimpse into what makes individuals who they are and who they can be. Combine the MAPP of many employees, and you have access to a digital talent pool that can help utilize people in the best way possible, whether you are growing and changing, merging, reorganizing or downsizing. It provides powerful insight for building stronger organizations.

The MAPP ™ Appraisal can be used to:

- Improve employee development
- Facilitate career planning and training
- Enhance leadership development
- Help with succession planning
- Promote strategically
- Assist with job transfers and outplacement
- Strengthen morale and productivity
- Reduce turnover and job stress

- Organize more efficient teams
- Create job profiles
- Facilitate hiring decisions

The results can guide individuals on a career or personal path, or validate one they are already on.

The assessment identifies characteristics that help to indicate a strong motivation to do, or avoid doing, certain things. For example, an individual may be capable of something, but if she / he hates it, and if it were a significant part of her / his daily responsibilities, it might undermine strengths and become a liability.

MAPP is a simple-to-administer appraisal system that organizes an individual's motivations into objective, quantified and intuitive formats. It requires only 20 to 25 minutes to complete over the Internet. The assessment consists of 71 sets of triads from which the individual selects options most and least preferred. Results are available in a variety of forms, including a personalized narrative report. Customized charts are included which compare the individual's personal traits with those required for specific jobs / vocations.

For an illustration of MAPP ™, [click here](#).

Motivated talents always seem to find positive expression. AdVantage Consulting can help your employees identify their motivations, and you can then work with them to develop and fine tune those drives. Knowing what one does best and enjoys most typically contributes to success all around.

Displaying leadership by helping your employees to identify and validate positive motivations enables you to become partners in individual and group success and the subsequent growth of your business!!