

from Dr. Larry Iverson

---

## Filling-Out the Motivational Profile

Our purpose in filling out the Motivational Profile is to have a clearer understanding of some of the drivers that affect your learning and decision making. Through completing this instrument, you will gain insights which will assist your effectiveness as a leader.

### **Overview First: Take out your copy of the Motivational Profile and follow along as you read these directions.**

Read the instructions on pages 1 and 2, then complete parts one through three in the Profile. (Part 4 on creating your vision statement, purpose, etc. will be done after you complete the L-480 program.)

**As it says in the instructions on the bottom of page 2, when you are answering a question, you are to “circle ALL answers that apply.”** For example on page 3, all the questions have three choices for each question asked. You could circle A, or B, or C. Or you could circle two of the three, or circle all three of the answers, or none of the answers. Don't limit your answers. **If more than one is fits, then circle all that apply.** If none apply, then don't circle any. **THIS IS NOT LIKE MOST SURVEYS WHERE YOU ARE TO CHOOSE ONLY ONE ANSWER.** Choose as many (or as few) for each question as seems right to you.

**Don't ponder and over think your answers.** There is no right or wrong answer, there are just answers. You can't do better or worse. This is about how your brain works, so don't sweat the small stuff. Just honestly answer the questions off the top of your head, and you'll have the most accurate answers for who you are at this time.

**At the bottom of each page, you are also to create a small bar chart.** There is an example under the word “scoring”. I suggest making each bar a different color, or at least, make them different shades of a color.

**Go to page 20: After you have answered all the questions for each section, you are to fill out the 2 charts on page 20.** In the top chart (#1) you are to write down the points you got for each of the characteristics, i.e., how many points for seeing, hearing, sensing, people, etc. After you've transferred your point's values and filled in the upper chart, you are to then do the chart on the bottom of page 20.

**The bottom chart (#2) is to be filled out with the points you got for each characteristics, listing them from greatest number of points (9) on down to the least number of points (0). (Do this in pencil!)** Example: First you look for all of your “9's” that are in chart #1, and list them on the lower chart. **Starting with Part One in the upper chart #1,** if any of them have “9” then put the number 9 under value, and write what the name of the characteristic is after it, “seeing” for instance. If you have other “9's” in Part One, write them next. Then look in Part Two of the upper chart and see if there are any “9's” and put them next. After that section, go to Part Three and get any

**from Dr. Larry Iverson**

---

“9’s” and put them on the lower chart. After completing the “9’s” then starting in Part One, do all the “8’s”, Part Two “8’s”, Part Three “8’s”. Then do all your 7’s, 6’s, etc. Even if you have a “0” put down “0” for the Value, and write the name of the characteristic. Again, do this in pencil. Also, check them off as you go because it's easy to miss a number.

**Next you’ll create a Nautilus Chart on page 21, similar to the example given there.** Using the chart on the bottom of page 20, you will take the #1 highest value, and write this on the line one at the top of the chart. You then will put a dot on the darkened arrow for what ever the point values was for #1. Example, if your #1 was value”9” and it was for Seeing, then on line one you write Seeing, and on the outer most ring where it intersects the dark arrow you put a dot. Notice that each of the rings are labeled with a different point value the outer one is 9, next is 7, etc. If you had an 8, then you would put a dot on the black arrow half way between the 9 ring and the 7 ring. Do this for each of the characteristics listed on the chart on the bottom of page 20.

**After you have completed writing the values and placing the dots, then connect the dots.** When you have completed the lines between dots, then shade in your nautilus chart in three sections, **in three different colors**. Make section number one go from the dark arrow to just to the right of the #9 one. (They made a mistake in the example, and if you count the sections you’ll see they only shaded the first 7 instead of the first 8.) Section 2 is from the 9 over to the right side of the number 17. Section 3 is the rest.

After completing the nautilus chart, go to page 22 and in the middle of the page, write in your top nine values in the places listed. Write in the point value beside them (9, 8, etc.)

We will go over all of this in detail and how you can use this information to learn faster, remember better, and lead more effectively through increased understanding of team members. This is a very powerful device which has many uses.

**Be sure to have this completely done before the start of the program on Day 1. DO NOT PLAN TO DO THIS IN CLASS. YOU WILL NOT HAVE TIME.** And, if you do not have this done, you will not be able to benefit from what we will do first, at the very start of day 1.

I look forward to our coming program and getting to know you during that time.

Best Regards, *Dr. Larry Iverson*

**Larry Iverson, PhD**  
The Institute for Advanced Development LLC

To learn a bit about Dr. Iverson go take a look at <http://www.DrLarryIverson.com> .