

FINDING POWER IN PURPOSE:

A Library Professional's
Framework for Facing Change



ABOUT FINDMOJO

EMPLOYEE EXPERIENCE. ELEVATED.

Employees do their best work when they feel **energized**, emotionally **resilient**, supported by strong **teams**, **communicate** effectively, **adapt** to change, and feel **appreciated**. These aren't soft skills—they're the foundation of a meaningful work experience. When employees thrive in these areas, performance increases, and the employee experience isn't just improved. **It's elevated.**

**DOES WORKING
AT YOUR LIBRARY
EVER FEEL LIKE
THIS?**



CURRENT CHALLENGES

Type in the chat if you've experienced (or are currently experiencing) any of these.

- Funding or budget cuts/contractions
- A rise in censorship
(misinformation, book bans)
- Societal/community issues
(homelessness, harassment)
- Early employee retirements
- Staff cuts or voluntary turnover
- Environmental disasters

THE RESULT?

- Uncertainty and doubt
- Low morale and job satisfaction
- Increased stress and anxiety
- Burnout and overload
- Diminished engagement
- Lack of personal motivation

“It’s a problem of motivation”

– Peter Gibbons –

I'm quitting to pursue my
dream of not working
here.





Good News!

PUTTING PASSIONS
TO WORK

Doesn't require a major career transition or quitting to find your "dream job."

Most employees can make course corrections in their chosen path and find happiness.

A NEW APPROACH TO EMPLOYEE MOTIVATION

WHERE MOTIVATION FITS?



THE MOTIVATORS ASSESSMENT



Research Based

10-year study on employee engagement and motivation.



Global

More than 1 million working adults surveyed around the world.

01

What's most important to me (and my team) in their work right now?

02

What factors increase and decrease workplace motivation?

03

What role does intrinsic motivation play in a team environment?



Behavioral Psychology

Developed by world-class Ph.D. clinical & organizational psychologists and psychometricians.

23 MOTIVATORS

unique, fundamental drivers that all human beings share in common. There are 23 common workplace motivators (core drivers) which are all positive concepts.

- Autonomy
- Challenge
- Creativity
- Developing Others
- Empathy
- Excelling
- Excitement
- Family
- Friendship
- Fun
- Impact
- Learning
- Money
- Ownership
- Pressure
- Prestige
- Problem Solving
- Purpose
- Recognition
- Service
- Social Responsibility
- Teamwork
- Variety

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IDENTITIES

Motivators cluster together into **5 different Identities**. These are archetypes and each of us will inevitably tend to have stronger associations with some of these types over others.



THE ACHIEVERS

- ⚙️ Love a good challenge.
- ⚙️ Are driven to excel.
- ⚙️ Thrive under pressure.
- ⚙️ Believe completing tasks is crucial.
- ⚙️ Feel guilty if they aren't giving their all.
- ⚙️ Are highly accountable.
- ⚙️ Like to be in control.
- ⚙️ Believe strongly in their talents.
- ⚙️ Set ambitious goals.



Challenge | Excelling | Ownership
Pressure | Problem Solving

THE BUILDERS

- 👥 Want to help others grow.
- 👥 Feel a sense of destiny to help others.
- 👥 Want to be surrounded by a passionate team.
- 👥 Believe everyone is a leader.
- 👥 Are loyal friends.
- 👥 Believe doing good is more important than making money.
- 👥 Connect well with others.



Developing Others | Friendship |
Purpose | Service |
Social Responsibility | Teamwork

THE CAREGIVERS

- 🌱 Empathize with those around them.
- 🌱 Are natural communicators and good listeners.
- 🌱 Are dependable.
- 🌱 Respect people no matter their level.
- 🌱 Try hard to balance work and home.
- 🌱 Are genuine.
- 🌱 Are positive and lighthearted.
- 🌱 Typically, don't want to be in charge.



Family | Fun | Empathy

THE THINKERS

- 💡 Dislike bureaucracy.
- 💡 Want to know the “why.”
- 💡 Value novelty and variety.
- 💡 Like to see the impact of their innovations.
- 💡 Think before they act.
- 💡 Draw on a wide range of experiences.
- 💡 Don't like being told how to do their work.



Autonomy | Creativity | Excitement
Impact | Learning | Variety

THE REWARD-DRIVEN

- 🏆 Are doers.
- 🏆 Like regular indications of recognition.
- 🏆 Identify strongly to their work success.
- 🏆 Believe they should get a piece of what they create.
- 🏆 Are good stewards of their time.
- 🏆 Do their best work when incentivized.
- 🏆 Believe in meritocracy.



Money | Prestige | Recognition

YOUR MOTIVATORS

Here are your Motivators in order from one to 23. Next to each Motivator is a definition which describes the Motivator in more detail. Below each Motivator is a meter that indicates how important that motivational concept is to you in your work right now.

STRONG

1.

AUTONOMY



This motivator leads people to want to be their own boss (inside or outside a corporate setting) and have a degree of freedom in their work. Those for whom autonomy is high on the list tend to prefer working alone to working on a team; nine times out of ten they'd opt to work by themselves because they feel they just get more done that way. For the autonomous who work in corporations, red tape and rules can drive them crazy.

2.

FAMILY



People motivated by family want their loved ones to be proud of them and to know they'll always be there for them. They try to make family a high priority, which means balancing home and work time. Their greatest goal is to leave a legacy of love.

3.

OWNERSHIP



This motivator leads people to want to be the person in charge, not only having the ability to control their own destiny, but also to directly influence the behavior of others. It gives them great satisfaction when people ask for their buy-in, and they have little problem making a final decision. They also tend to feel a great sense of personal accountability—which means they own up to their mistakes as well as successes.

4.

FUN



This motivator leads people to seek to lighten things up at work and make others smile. They enjoy the humor of others, might share a wisecrack now and then, but almost always bring a sense of levity, lightheartedness, and optimism to the workplace. They tend to believe that we learn more and do more when we are enjoying those around us, and so they make an effort to set everyone at ease.

5.

CREATIVITY



People driven to be creative want to be able to take time to explore, experiment, and discover new things. They enjoy facing the unknown and want to make things work in their own distinctive way, not by following prescribed models.

6.

EXCELLING



This motivator leads people to crave the feeling of successfully completing a task, especially when the bar is set high. They want to feel they're doing the highest quality work and are meeting or exceeding expectations. They want to get things done on time, and will do pretty much whatever it takes to do so; in fact, they probably can't remember the last time they missed a deadline. They sometimes admit: they feel guilty if they aren't giving their all. They enjoy having ambitious goals and having a plan to reach them.

7.

LEARNING

Those for whom this is a major driver thrive on trying new things and growing. For some

TAKE THE MOTIVATORS ASSESSMENT FOR FREE



motivators.findmojo.com

FIND MOJO 

	NAME	DIANE	ERIC	LOU	CRYSTAL	KAYE	NATE
TOP 7 MOTIVATORS	1.	Teamwork	Teamwork	Pressure	Impact	Family	Developing Others
	2.	Impact	Learning	Learning	Fun	Variety	Family
	3.	Pressure	Challenge	Family	Service	Friendship	Prestige
	4.	Service	Developing Others	Problem Solving	Learning	Learning	Service
	5.	Developing Others	Excelling	Challenge	Purpose	Empathy	Challenge
	6.	Variety	Friendship	Creativity	Teamwork	Impact	Learning
	7.	Purpose	Excitement	Excitement	Variety	Social Responsibility	Purpose
BOTTOM 3 MOTIVATORS	21.	Learning	Ownership	Prestige	Prestige	Recognition	Empathy
	22.	Recognition	Recognition	Social Responsibility	Creativity	Prestige	Variety
	23.	Problem Solving	Empathy	Money	Challenge	Money	Pressure
TOP 2 IDENTITIES	1.	Builder	Builder	Thinker	Builder	Caregiver	Builder
	2.	Achiever	Thinker	Achiever	Thinker	Builder	Achiever



DIANE WEED

Regional Vice
President of Rocky
Mountain Division

	NAME	DIANE*	ERIC	LOU	CRYSTAL	KAYE	NATE
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*Manager/Leader

IDENTITIES

How motivationally
diverse is your team?

Do you have all 5
identities represented?

What’s missing?

Is there a dominant
identity?

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SYNERGIES

Which strong motivators does our team share?

What do most of us have in common?

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UNIQUENESS

Which team members are the only ones who have a particular strong motivator that is not shared by anyone else?

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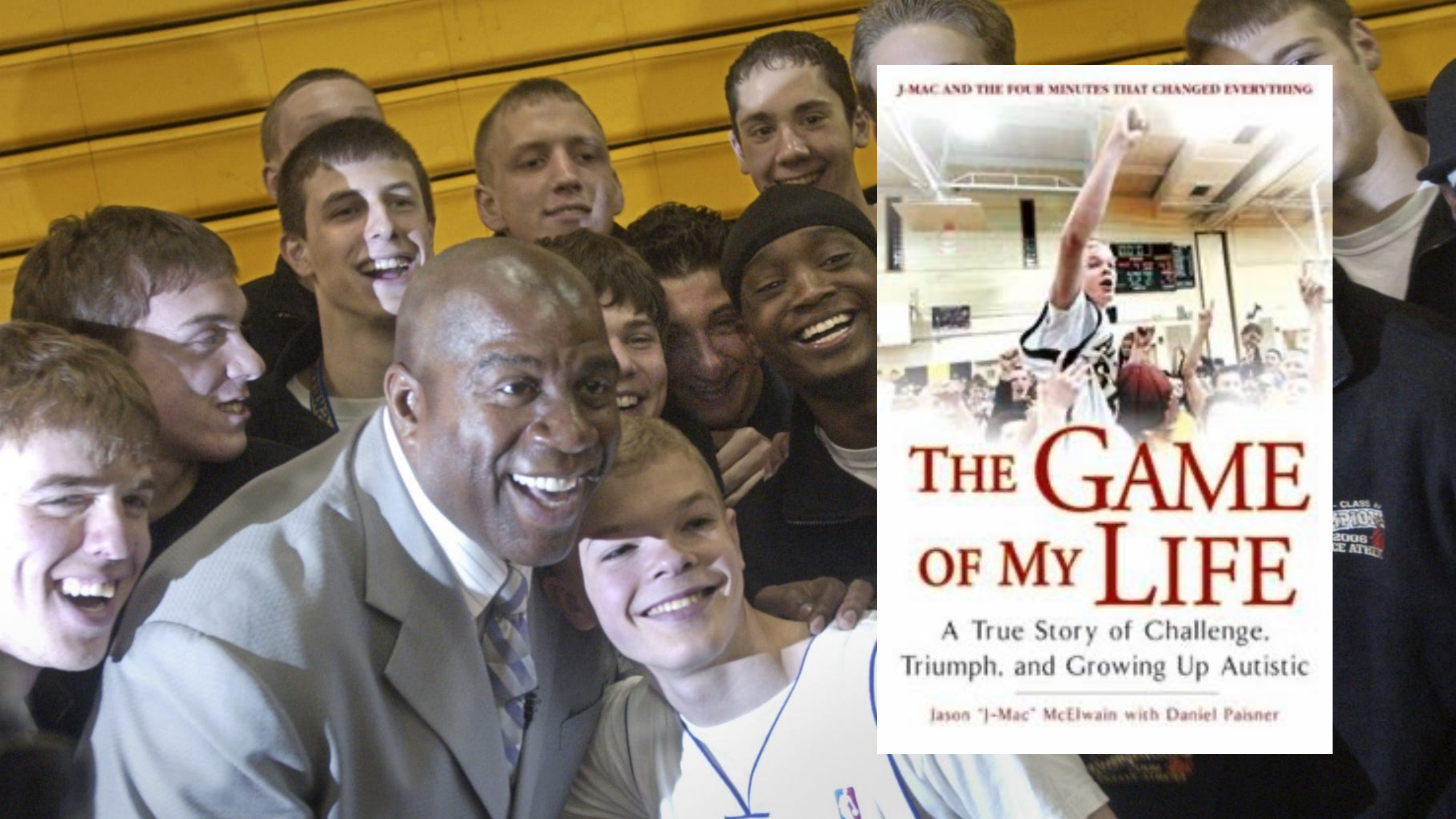
CAUTIONS

Where do team members have motivators far apart?

What conflicts could this potentially cause?

Meet Jason McElwain





J-MAC AND THE FOUR MINUTES THAT CHANGED EVERYTHING



THE GAME OF MY LIFE

A True Story of Challenge,
Triumph, and Growing Up Autistic

Jason "J-Mac" McElwain with Daniel Paisner

CLASS A
2006
CE ATHLETIC



ATHENA

52

00:00

ATHENA

PERIOD

FOULS

PLAYER FOUL

SCORE

MATCH



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- LEARNING** Those for whom this is a major driver thrive on trying new things and growing. For some, the pursuit of knowledge is its own goal, while for others the emphasis is on making themselves better at what they do. They understand they might appear a little nerdy at times, but the stimulation of making new discoveries and seeking out new information outweighs any hesitation to be seen as a bit dorky.


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THANK YOU