

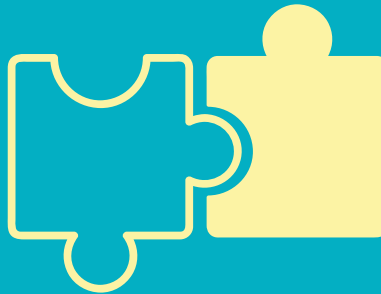


THE SEARCHER

Purposeful, feedback-orientated, quality critical

VALUES

- Meaning & purpose in what they do
- Significant & important work
- Making a difference
- Seeing the big picture
- Being listened to / consulted
- Change & variety



STRATEGIES

- Feedback on how making a difference
- Link own goals to wider org goals
- Regular feedback & praise
- Avoid routine & paper driven tasks
- Provide with a mentor
- Involvement in significant projects

DESCRIPTOR



A Searcher's need is for meaning. The search for meaning suggests that what they want to do is or are things which are valuable for their own sake. They want to do activities that they believe in. This means that the things they do need to be important to them – not just because they make money or give status. They have to see the work as important and significant in its own right. Thus, should their activities become increasingly paper driven, this will seriously de-motivate them. Fundamentally, the Searcher seeks to make a difference – to the quality of work and life. And it means they are looking for something 'better' – maybe, a 'cause' – than what they may have now.

WHERE IT IS THE HIGHEST MOTIVATOR

Where Searcher is the highest score, they are good at identifying their own values – and looking for work that will enable them to embody these values. They really want to contribute – and improve life's quality. The quest for meaning tends to make them insatiably curious - they want to see a bigger picture in the world and to go on questing for more information and ideas.



WHERE IT IS THE LOWEST MOTIVATOR



Where Searcher is the lowest score, they have little time for the 'selfimportance' of finding meaningful work. They consider that everybody needs to work, so just get on with it: work is just that, work. They may also see it as being rather 'snooty' or pretentious suggesting that 'my work is more important – meaningful – than yours'. They should remember, however, that for many doing meaningful and valuable work is their whole raison d'être; and when they think about this they should consider how is their work valuable or significant? Who benefits from what they do?