



# Today's facilitators

ACCREDITED



LICENSED PRACTITIONER



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# House Keeping Rules

You are muted by default. The chat function is disabled.

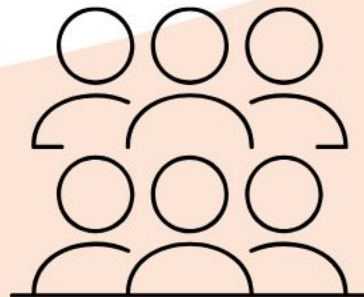
If you have any questions, please submit them through **Zoom Q&A button**.

The session will be **recorded**. The recording and presentation will be available on: [Inter-Agency Career Week 2026 webpage](#)



Due to the large number of participants in this session, we might not be able to respond to all of your questions.

**Thank you for your understanding.**



Before we  
start...

**What is your  
energy level?**



**What is motivation?**



# Why is motivation important?

Vision, direction, goals  
**WHAT**



Skills and behaviours  
**HOW**

Motivation and energy  
**WHY**

# What is motivation?

Motivation is **energy**

Our motivators are our inner drivers that determine **how** we feel and **why** we act

# Imagine an airplane



- destination

DIRECTION



- crew
- pilot
- passengers
- wings,  
engine

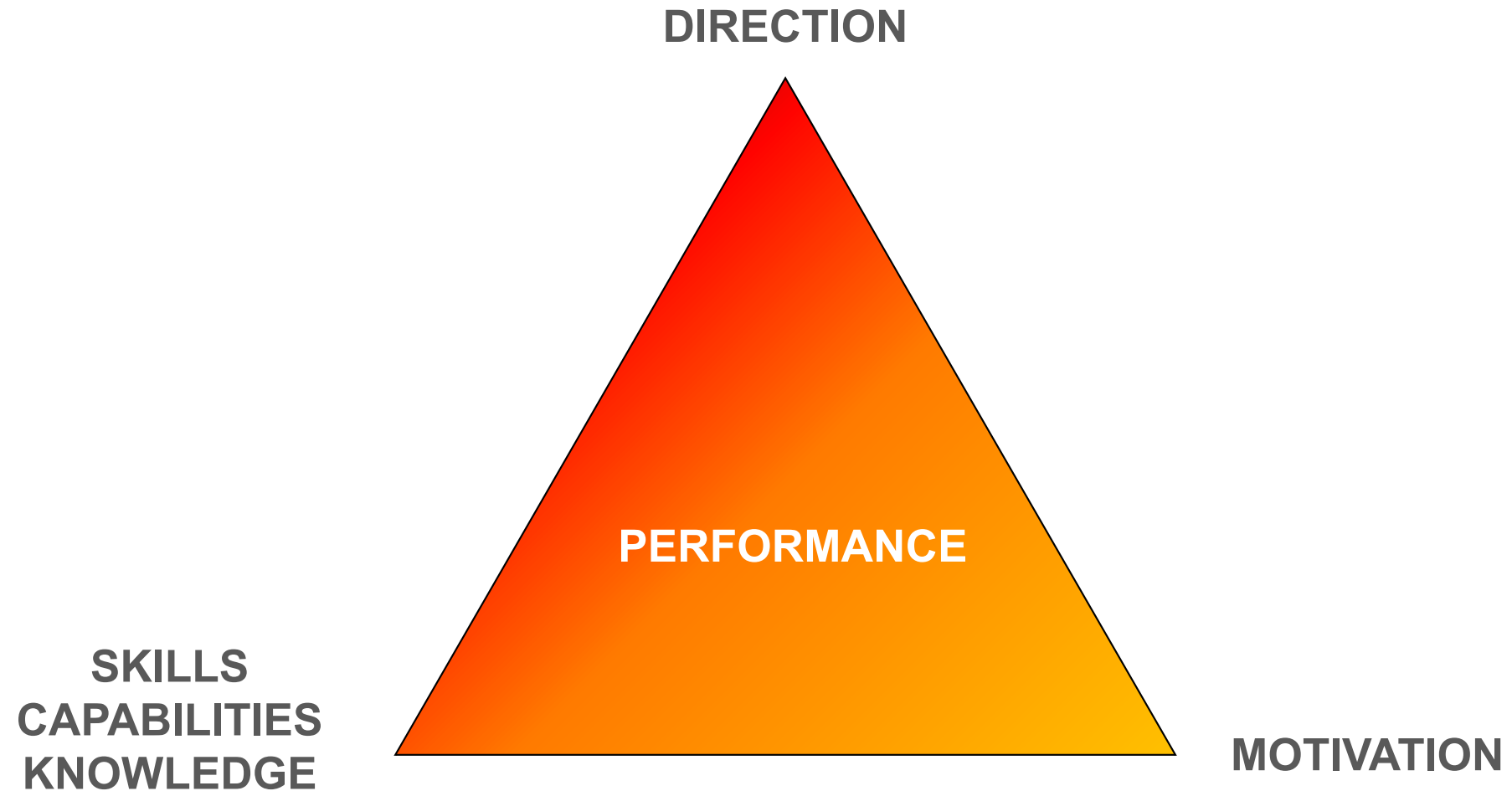
SKILLS/CAPABILITIES

MOTIVATION

**fuel/energy**



# The performance pyramid



# 4 top qualities recruiters are looking for

- 1 Energy
- 2 Teamwork
- 3 Past performance
- 4 Adaptability





# Activity 1

# Statements

MOTIVATOR
Stability
Belonging
Recognition
Control
Money
Expertise
Innovation
Autonomy
Purpose

# Instructions

10 minutes

- Click on the link in the chat
- Open the Motivators - Mini Test (Excel file)
- **Question: What do I prefer at work?**
- There are 36 statements in total
- You will be asked to choose between two statements
- From each pair, select the word that gives you more energy and motivates you more

Do not dwell upon the answer. Select the word that come to you first. Delete the other word.

[Motivators Mini Test link](#)

# Motivators -Mini test

**Mini test** [What do I prefer at work?](#)

Delete either the A or B response

Do not dwell upon the answer. Select the word that comes to you first. Delete the

No.	A response	B response	Have I made my selection?
1	stability	belonging	select only one answer
2	recognition	control	select only one answer
3	innovation	purpose	select only one answer
4	belonging	recognition	select only one answer
5	belonging	autonomy	select only one answer
6	stability	recognition	select only one answer
7	recognition	money	select only one answer
8	control	money	select only one answer
9	belonging	control	select only one answer
10	belonging	purpose	select only one answer
11	stability	control	select only one answer
12	recognition	expertise	select only one answer
13	control	expertise	select only one answer
14	belonging	money	select only one answer
15	money	expertise	select only one answer
16	stability	money	select only one answer
17	recognition	innovation	select only one answer
18	control	innovation	select only one answer
19	belonging	expertise	select only one answer
20	money	innovation	select only one answer
21	stability	expertise	select only one answer
22	recognition	autonomy	select only one answer
23	control	autonomy	select only one answer
24	belonging	innovation	select only one answer
25	autonomy	purpose	select only one answer
26	stability	innovation	select only one answer
27	recognition	purpose	select only one answer
28	control	purpose	select only one answer
29	money	autonomy	select only one answer
30	expertise	innovation	select only one answer
31	stability	autonomy	select only one answer
32	innovation	autonomy	select only one answer
33	money	purpose	select only one answer
34	expertise	autonomy	select only one answer
35	expertise	purpose	select only one answer
36	stability	purpose	select only one answer

Have financial security and  
competitive environment

Can learn and utilise my  
knowledge

Belong to a community

Have public recognition and  
praise

Have safety, predictability and  
accuracy

Can be creative and innovative

Do worthwhile things

Have influence, power and direction

Be independent and make my own  
decisions



# The motivators

# The clusters



# What lights your fire?



# The 9 motivators\*

## Relationship Motivators



**The Defender**  
seeks security,  
predictability,  
stability



**The Friend**  
Seeks belonging,  
friendship,  
fulfilling  
relationships



**The Star**  
Seeks recognition,  
respect,  
social esteem

## Achievement Motivators



**The Director**  
Seeks power,  
influence,  
control of  
people / resources



**The Builder**  
Seeks money,  
material satisfactions,  
above  
average living



**The Expert**  
Seeks knowledge,  
mastery,  
specialisation

## Growth Motivators



**The Creator**  
Seeks innovation,  
identification with new,  
expressing creative  
potential



**The Spirit**  
Seeks freedom,  
independence,  
making own  
decisions



**The Searcher**  
Seeks meaning,  
making a difference,  
providing worthwhile  
things

\*According to the Motivational Maps assessment

# Defender



# Defender

## Values

Order and  
clarity

Security,  
predictability,  
stability

## Needs

Clear & regular  
communication

Continuity,  
regular and  
accurate  
information

Clear roles &  
responsibilities

## Avoid

Lack of  
security and  
responsibilities

# Defender

## Motivated by:

- Job security and long-term stability
- Clear structures, processes, and expectations
- Predictable routines and well-defined roles
- Established systems and continuity

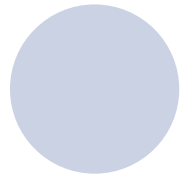
Individuals who are primarily motivated by the **Defender motivator** seek security and stability in their career decisions. In today's increasingly dynamic and unpredictable job market, long-term security is less likely to come from remaining in a single organisation and more from **maintaining employability over time**.

For those with a strong Defender motivator, regularly updating skills, strengthening professional knowledge, and adapting to change are key ways to sustain a sense of security and control in a changing world of work.

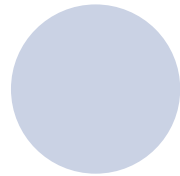
**When considering career options, the Defender motivator is typically associated with:**

- Stable and well-established organisations
- Roles with clear career paths and structured progression
- Roles with defined routines, processes, and predictable responsibilities

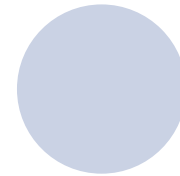
# Defender



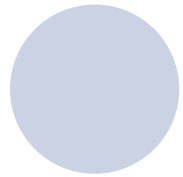
Plan your week



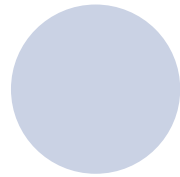
Set realistic  
deadlines



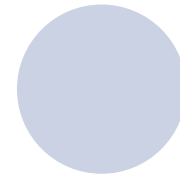
Schedule time for  
administrative  
tasks



Organise your  
environment



Review your  
long-term goals



Reflect on weekly  
outcomes



# Friend



# Friend

## Values

Feeling of  
belonging

Nourishing  
fulfilling  
relationships

## Needs

Collaborative  
environment

Social events  
for the team

Loyalty and  
continuity

## Avoid

Lack of trust  
and  
personalized  
approach

# Friend

## Motivated by:

- Strong relationships at work
- Team-based, collaborative environments
- Work-life balance and flexibility
- Roles that support and help others

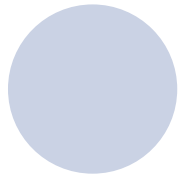
Individuals who are primarily motivated by the **Friend motivator** place strong importance on relationships and balance in their career choices. Positive working relationships, a sense of belonging, and the ability to maintain meaningful connections outside of work are central to their motivation and wellbeing.

For those with a strong Friend motivator, **flexibility is a key enabler of sustainable performance**. Considerations such as flexible working arrangements, childcare support, part-time options, and geographical location are often weighted as highly as the role itself. Work is most fulfilling when it supports, rather than competes with, personal relationships.

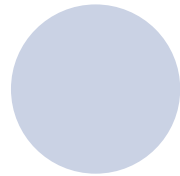
## When considering career options, the Friend motivator is typically associated with:

- Organisations and roles with a strong team ethos and collaborative culture
- Work environments that encourage social connection and community
- Roles that involve supporting, helping, or caring for others

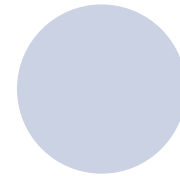
# Friend



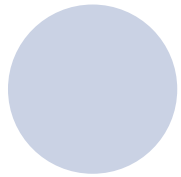
Call a friend



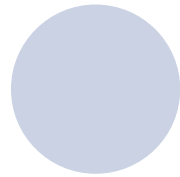
Listen attentively



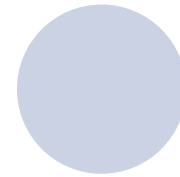
Do a small act for  
the team



Identify ways to  
strengthen your  
five most  
important  
relationships



Organise a group  
activity



Offer support



Star



# Star

## Values

Recognition,  
respect and  
social esteem

Being noticed  
and held in  
high esteem

## Needs

Clear  
hierarchy

Awards and  
certificates

Positive  
feedback

## Avoid

Lack of  
regular  
review of  
targets and  
goals and of  
social and  
public  
recognition

# Star

## Motivated by:

- Being recognised and acknowledged
- Professional image and credibility
- Status, success, and visible achievement
- Opportunities to stand out and be noticed

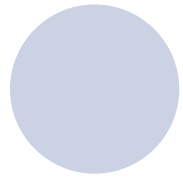
Individuals who are primarily motivated by the **Star motivator** value public recognition, visibility, and status in their careers. This motivator fuels ambition, drive, and a strong desire to excel, often accompanied by a competitive edge and a focus on standing out as a top performer.

As recognition is central to their motivation, Star-motivated individuals actively seek **opportunities to enhance their visibility and status**. In flatter organisational structures with fewer visible rewards, they may increasingly look beyond their immediate role or organisation to meet this need, for example through external recognition or professional platforms.

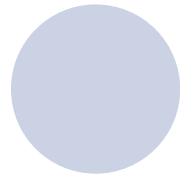
## When considering career options, the **Star motivator** is typically associated with:

- Visible perks and benefits linked to role or position
- Organisations with clear structures, titles, and progression pathways
- Opportunities for public recognition, visibility, and the ability to “shine”

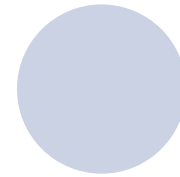
# Star



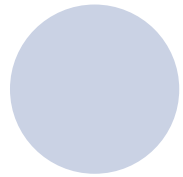
Invest in  
high-quality  
clothing and  
accessories



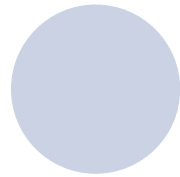
Create a polished  
business card



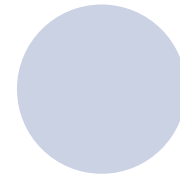
Identify a role  
model and learn  
from them



Use your  
academic or  
professional titles  
in your email  
signature



Strengthen your  
CV and online  
profiles



Build your  
personal brand



# The 9 motivators\*

## Relationship Motivators



**The Defender**  
seeks security,  
predictability,  
stability



**The Friend**  
Seeks belonging,  
friendship,  
fulfilling  
relationships



**The Star**  
Seeks recognition,  
respect,  
social esteem

## Achievement Motivators



**The Director**  
Seeks power,  
influence,  
control of  
people / resources



**The Builder**  
Seeks money,  
material satisfactions,  
above  
average living



**The Expert**  
Seeks knowledge,  
mastery,  
specialisation

## Growth Motivators



**The Creator**  
Seeks innovation,  
identification with new,  
expressing creative  
potential



**The Spirit**  
Seeks freedom,  
independence,  
making own  
decisions



**The Searcher**  
Seeks meaning,  
making a difference,  
providing worthwhile  
things

# Director



# Director

## Values

Being in control/in charge

Being given responsibility

## Needs

Making critical decisions and being stretched

Role titles that reflect power

## Avoid

Lack of responsibility and influence

# Director

## Motivated by:

- Authority and decision-making power
- Leading people and setting direction
- Ownership, accountability, and results
- Shaping outcomes and making things happen

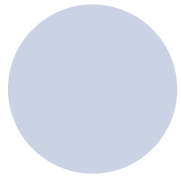
Individuals who are primarily motivated by the **Director motivator** seek opportunities to lead, take control, and make decisions. They are drawn to roles with clear **authority, accountability, and responsibility** for people and resources, traditionally found within hierarchical organisations.

As organisations move towards flatter structures, leadership opportunities are shifting. While senior roles may be fewer, there is increasing demand for individuals who can lead at all levels, manage small teams, drive projects, and take ownership within less formal structures.

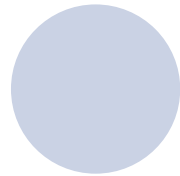
## When considering career options, the Director motivator is typically associated with:

- Roles with clear responsibility for people, budgets, or resources
- Environments with visible progression and promotion pathways
- Opportunities to lead, influence, and make decisions, whether through formal or informal leadership roles

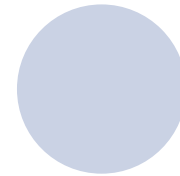
# Director



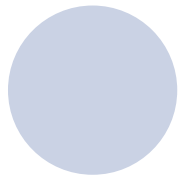
Find a mentor



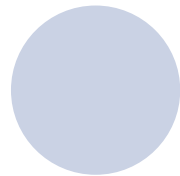
Record your three  
daily  
achievements



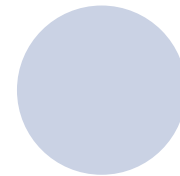
Step outside your  
comfort zone



Enroll in a  
structured  
leadership  
development  
programme



Set long-term  
goals



Read inspiring  
books or articles



**Builder**

**SUCCESS**



# Builder

## Values

Material and  
financial  
rewards

Responsibility

## Needs

Work that is  
visibly well  
rewarded

Clear goals  
and targets

## Avoid

Lack of  
competitive  
environment

# Builder

## Motivated by:

- Tangible results and measurable success
- Financial reward and material outcomes
- Setting and achieving ambitious goals
- Visible progress and accomplishments

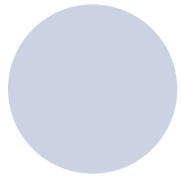
Individuals who are primarily motivated by the **Builder motivator** value clear goals, measurable outcomes, and tangible rewards. They are energised by competitive environments where performance is directly linked to financial or material reward, and they seek careers and organisations that recognise and reward achievement in visible ways.

Builder-motivated individuals typically aspire to a **high standard of living** and are motivated by **roles that provide strong earning potential** to support this ambition. They are generally well informed about market rates, actively monitor opportunities, and remain alert to roles that offer improved financial progression or reward.

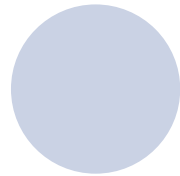
**When considering career options, the Builder motivator is typically associated with:**

- Roles where performance and reward are clearly linked (e.g. bonuses, commission, incentives)
- Professions with above-average earning potential
- Environments with clear career paths and visible opportunities for increased responsibility and progression

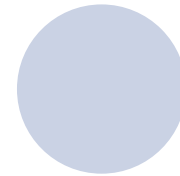
# Builder



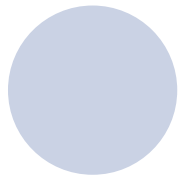
Review your  
career options



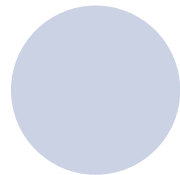
Reward yourself  
when you reach a  
goal



Register for a  
sports event or  
community activity



Revisit your  
financial goals



Create a “success  
journal”



**Expert**



# Expert

## Values

Specialising  
in areas of  
interest

Opportunities  
to learn and  
share  
expertise

## Needs

Contact with  
other experts

Realising  
own potential

## Avoid

Lack of  
training and  
development

# Expert

## Motivated by:

- Developing deep expertise
- Learning and continuous improvement
- Being recognized as a subject matter expert
- Intellectual challenge and precision

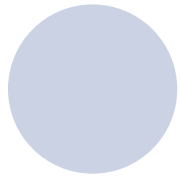
Individuals who are primarily motivated by the **Expert motivator** are driven by the continuous development of knowledge, skill, and expertise. While knowledge-based roles are more prevalent than ever, rapid technological and professional change means that specialist skills can quickly become outdated. As a result, Experts are most successful when they commit to ongoing learning and upskilling.

For individuals with a strong Expert motivator, it is important to choose careers and organisations that view development as a **shared responsibility**, providing both the opportunity and support to maintain and deepen expertise over time.

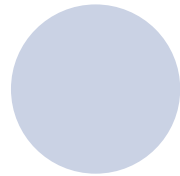
## When considering career options, the Expert motivator is typically associated with:

- Roles that require specialist, technical, or deep professional knowledge
- Professional environments that value precision, quality, and expertise
- Opportunities where development leads to formal recognition of expertise, such as specialist titles or expert roles

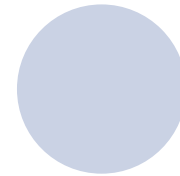
# Expert



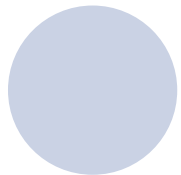
Buy a book on a  
specific subject



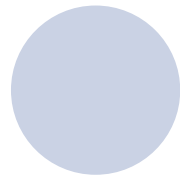
Volunteer to train  
or prepare others



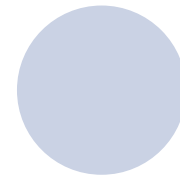
Aim for mastery in  
a new area



Attend  
professional  
conferences



Join a  
professional  
association



Start a blog or  
vlog

# The 9 motivators\*

## Relationship Motivators



**The Defender**  
seeks security,  
predictability,  
stability



**The Friend**  
Seeks belonging,  
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**The Creator**  
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**The Spirit**  
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decisions



**The Searcher**  
Seeks meaning,  
making a difference,  
providing worthwhile  
things

\*According to the Motivational Maps assessment

# Creator



# Creator

## Values

Environment  
with change  
and variety

Creating  
something  
new /  
improved

## Needs

Problem  
solving

Recognition  
of their  
creativity

## Avoid

Routine  
tasks

# Creator

## Motivated by:

- Creativity and original thinking
- Change, variety, and experimentation
- Solving problems in new ways
- Freedom to innovate and explore

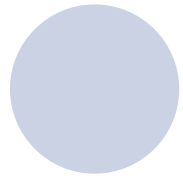
Individuals who are primarily motivated by the **Creator motivator** seek opportunities to work on new, innovative, and evolving ideas that challenge them and allow for experimentation. They are energised by **environments that encourage originality, curiosity, and the testing of new approaches**.

High-change sectors, particularly technology-driven industries, often strongly appeal to Creator-motivated individuals. Organisations that rely on innovation to remain competitive, such as those operating at the forefront of digital or product development, depend heavily on creativity to generate new solutions and maintain momentum.

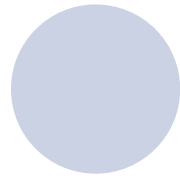
## When considering career options, the Creator motivator is typically associated with:

- Roles focused on problem-solving, development, and innovation
- Organisation operating at the cutting edge with new ideas and approaches
- Dynamic, fast-changing, or intellectually challenging environments

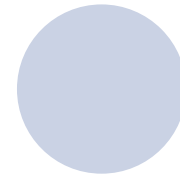
# Creator



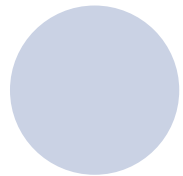
Avoid routine



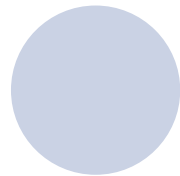
Set a goal that  
requires a creative  
solution



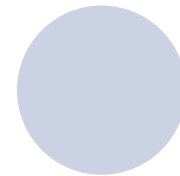
Take a creativity  
course



Take some time  
off and do  
something  
completely  
different



Start an idea  
journal



Participate in  
brainstorming  
sessions



# Spirit



# Spirit

## Values

Working  
autonomously

Having a  
choice

## Needs

Empowerment

Share  
company  
vision and  
goals

## Avoid

Micro-manage  
ment

# Spirit

## Motivated by:

- Flexibility and personal freedom
- Autonomy in how and when work is done
- Self-expression and authenticity
- Work that fits their lifestyle and values

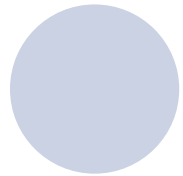
Individuals who are primarily motivated by the **Spirit motivator** seek freedom, independence, and autonomy in how they work. They are energised by roles that allow them to make their own decisions, operate with minimal constraints, and move beyond rigid procedures or close supervision.

Entrepreneurship, self-employment, and **flexible working arrangements often strongly appeal to Spirit-motivated individuals**. As entrepreneurship continues to grow and is increasingly supported as a driver of economic development, such pathways can provide the autonomy and discretion that this motivator values most.

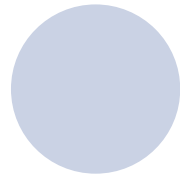
## When considering career options, the Spirit motivator is typically associated with:

- Roles offering a high degree of freedom and limited supervision
- Opportunities to control and prioritise their own time
- The ability to make independent decisions and exercise personal discretion

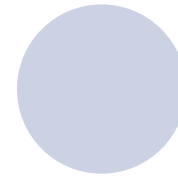
# Spirit



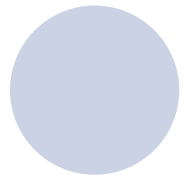
Dress comfortably  
whenever possible



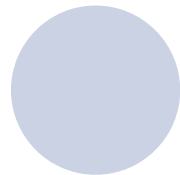
Dedicate 10% of  
your time to a  
passion project



Delegate or  
outsource a work  
process



Create a flexible  
working rhythm



Travel and explore  
new cultures



# Searcher



# Searcher

## Values

Meaning and  
purpose in  
what they do

Making a  
difference

## Needs

Seeing the big  
picture

Link own  
goals to wider  
organizational  
goals

## Avoid

Routine,  
paper driven  
tasks

# Searcher

## Motivated by:

- Making a positive difference
- Work aligned with personal values
- Contributing to a bigger purpose
- Impact beyond personal success

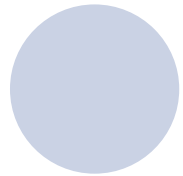
Individuals who are primarily motivated by the **Searcher motivator** are **driven by purpose, meaning, and contribution**. They seek work that allows them to serve a cause, support others, or create a positive impact, making social responsibility a central consideration in their career decisions.

As social and ethical awareness continues to grow, purpose-driven work is increasingly influential in how individuals choose employers, roles, and organisations. For Searcher-motivated individuals, alignment between personal values and organisational mission is essential for sustained engagement and motivation.

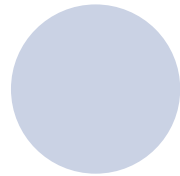
## When considering career options, the Searcher motivator is typically associated with:

- Roles within the voluntary, non-profit, or charity sectors
- Learning-focused, caring, or service-orientated roles and projects
- Consumer-facing roles where impact and value creation are visible

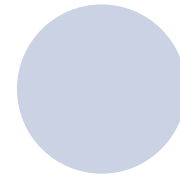
# Searcher



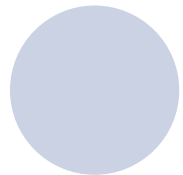
Seek high-quality  
feedback



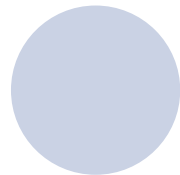
Do something  
small that has a  
positive impact on  
your environment



Align your work  
with your values



Engage in  
volunteer work



Set a larger,  
impact-driven goal





## Activity 2

3 minutes










# What motivates you?

Self evaluation

## Motivators - Worksheet

### What Motivates You?

Please rank your motivators:

Motivational Maps 9 Motivators	Please rank motivators 1 - 9 1 = most, 9 = least important
 <b>DEFENDER</b> Seeks security, predictability, stability.	
 <b>FRIEND</b> Seeks belonging, friendship, fulfilling relationships.	
 <b>STAR</b> Seeks recognition, respect, social esteem.	
 <b>DIRECTOR</b> Seeks power, influence, control of people/resources.	
 <b>EXPERT</b> Seeks expertise, mastery, specialisation.	
 <b>BUILDER</b> Seeks money, material satisfactions, above average living standards.	
 <b>CREATOR</b> Seeks innovation, identification with new, expressing creative potential.	
 <b>SPIRIT</b> Seeks freedom, independence, making own decisions.	
 <b>SEARCHER</b> Seeks meaning, making a difference, providing worthwhile things.	

3 minutes










# What motivates you?

Self evaluation

## Motivators - Worksheet

### What Motivates You?

Please rank your motivators:

Motivational Maps 9 Motivators	Please rank motivators 1 - 9 1 = most, 9 = least important
 <b>DEFENDER</b> Seeks security, predictability, stability.	8
 <b>FRIEND</b> Seeks belonging, friendship, fulfilling relationships.	6
 <b>STAR</b> Seeks recognition, respect, social esteem.	7
 <b>DIRECTOR</b> Seeks power, influence, control of people/resources.	4
 <b>EXPERT</b> Seeks expertise, mastery, specialisation.	2
 <b>BUILDER</b> Seeks money, material satisfactions, above average living standards.	9
 <b>CREATOR</b> Seeks innovation, identification with new, expressing creative potential.	1
 <b>SPIRIT</b> Seeks freedom, independence, making own decisions.	3
 <b>SEARCHER</b> Seeks meaning, making a difference, providing worthwhile things.	5



# Activity 3










# Mini test

# Results

MOTIVATOR	SCORE	LEGEND
Stability	1	Defender
Belonging	2	Friend
Recognition	2	Star
Control	5	Director
Money	1	Builder
Expertise	6	Expert
Innovation	8	Creator
Autonomy	7	Spirit
Purpose	4	Searcher

## What Motivates You?

Please rank your motivators:

Motivational Maps 9 Motivators	Please rank motivators 1 - 9 1 = most, 9 = least important
 <b>DEFENDER</b> Seeks security, predictability, stability.	8
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 <b>STAR</b> Seeks recognition, respect, social esteem.	7
 <b>DIRECTOR</b> Seeks power, influence, control of people/resources.	4
 <b>EXPERT</b> Seeks expertise, mastery, specialisation.	2
 <b>BUILDER</b> Seeks money, material satisfactions, above average living standards.	9
 <b>CREATOR</b> Seeks innovation, identification with new, expressing creative potential.	1
 <b>SPIRIT</b> Seeks freedom, independence, making own decisions.	3
 <b>SEARCHER</b> Seeks meaning, making a difference, providing worthwhile things.	5

**Self evaluation**

MOTIVATOR	SCORE	LEGEND
Stability	1	Defender
Belonging	2	Friend
Recognition	2	Star
Control	5	Director
Money	1	Builder
Expertise	6	Expert
Innovation	8	Creator
Autonomy	7	Spirit
Purpose	4	Searcher

**Mini test**

# My top 3 motivators

## Motivator 1:

Meaning:

### Creator

Solving problems, innovative ideas, brainstorming, creativity, discover new things

## Motivator 2:

Meaning:

### Expert

Learning, sharing knowledge, mentoring others, subject matter expertise, trying new things

## Motivator 3:

Meaning:

### Spirit

Having a choice, being my own boss, quick decisions, not feeling constrained

# Your motivational bucket



Motivator 1



Motivator 2

Motivator 3



**The Creator**  
Seeks innovation,  
identification with new,  
expressing creative  
potential

Innovation



**The Expert**  
Seeks knowledge,  
mastery,  
specialisation

Expertise & mastery



**The Spirit**  
Seeks freedom,  
independence,  
making own  
decisions

Autonomy/Freedom

# Ask yourself these 4 questions:

What roles and responsibilities satisfy my top 3 motivators?

How could I boost my own motivation level?

What are the circumstances that could boost my motivation?

Do I share my motivators with others?



# **Bonus Strategies to boost motivation**



# The Defender

Seeks security, certainty, stability



***Stable, Security-orientated, Accurate***

---

## Values


---

- High job security
- Clear roles and responsibilities
- Regular and accurate information
- Continuity and loyalty
- Order and clarity
- Time to prepare

---

## Strategies

---

- Clear & regular communication
  - Continuity
  - Support through periods of change
  - Consider risk of no change
  - Regular review of progress
  - Link goal achievement to security
- 



# The Friend

Seeks belonging, friendship,  
rewarding relationships



***Connector, Involvement orientated, Accurate***

---

## Values

- Feeling of belonging
- Nourishing & fulfilling relationships
- Collaborative environment
- Being liked & supported
- Being listened to
- Loyalty & continuity


---

## Strategies

- Involvement & consultation
  - Social events for the team
  - Personalised approach
  - Mentors/coaches/projects
  - Good social working environment
  - People centred culture
-

 **The Star**

Seeks recognition, respect, social esteem



# *Recognition-driven, Status-orientated, Hierarchical*


---

## Values

- Social & public recognition
- Being noticed & held in high esteem
- Awards & certificates
- Clear hierarchy / pecking order
- Competitive opportunities
- Positive feedback

---


## Strategies

- Opportunities for awards
  - Involvement in projects
  - Role models/mentors/coaches
  - Clear career progression
  - Regular review of targets & goals
  - Consult and ask their opinion
- 



## The Director

Seeks power, positions of authority,  
control of people / resources



*Responsible, Power-orientated,  
Influential*


---

### Values

- Being in control / in charge
- Being stretched
- Making critical decisions
- Clearly defined career path
- Having control of resources
- Responsibility & influence

---

### Strategies

- Give responsibility / delegate
  - PDP's & regular review of progress
  - Having a mentor
  - Role titles that reflect power
  - Representing department
  - Opportunity to deputise
- 



## The Builder

Seeks money, material rewards,  
above average living



# *Commercial, Goal-orientated, Competitive*

---

### Values

- Above average standard of living
- Material and financial rewards
- Clear goals & targets
- Work that is visibly well rewarded
- Responsibility
- Competitive/targeted environment

---

### Strategies

- Money
  - Material benefits
  - Clear career path & plan
  - Regular review of progress
  - Give them responsibility
  - **Training –learn more : earn more**
-

# The Expert

Seeks knowledge, expertise, specialism

*Insightful, Learning-orientated,  
Knowledgable*

## Values

- Opportunities to learn
- Specialising in areas of interest
- Opportunities to share expertise
- Realising own potential
- Contact with other experts
- Mastering their own work


## Strategies

- Training & Development
- Being guide or mentor to others
- PDP's & regular review of progress
- Having a mentor - skilled expert
- Training linked to promotion
- Ambitious targets



# The Creator

Seeks to be original, identifies  
with new, creative ability



*Innovative, Solution-Orientated,  
Cutting-edge*


---

## Values

- Environment with change & variety
- Opportunity to solve problems
- Being original
- Creating something new/improved
- Ability to work alone / small groups
- Recognition of their creativity

---

## Strategies

- Involvement in ideas generation
  - Give problems to solve
  - Objectives that need originality
  - Limit routine & paper driven tasks
  - Culture of change
  - Rewards for innovation
- 



## The Spirit

Seeks freedom, independence,  
making own decisions



# *Independent, Choice-orientated, Decisive*

---

### Values

- Working autonomously
- Making own decisions
- Having a choice
- Freedom & independence
- Awareness of the bigger picture
- Clear & specific objectives

---

### Strategies

- Share company vision & goals
- Delegate responsibility
- Empowerment
- Avoid micro-management
- Reward with freedom & autonomy
- Set clear & specific goals



# The Searcher

Seeks meaning, making a difference,  
providing useful things



***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

---

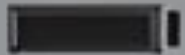
## Strategies

- 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
-

# Poll 3



100%



75%



50%



25%



0%



	Monday, 04 May	Tuesday, 05 May	Wednesday, 06 May	Thursday, 07 May	Friday, 08 May
03:00-04:00 (New York) 09:00-10:00 (Europe) 10:00-11:00 (Nairobi) 14:00-15:00 (Bangkok)	Pres (E) - From the UN to the Private Sector: Skills that enable Career Transition	Pres (E) - Thriving in Uncertainty	Pres (E) - Beyond the algorithm: Preparing your career for Life 3.0	Pres (E) - Habits under Pressure: working more intentionally	Pres (E) Behavioural Science for Career Development: Evidence-Based Steps for Action
04:30-05:30 (New York) 10:30-11:30 (Europe) 11:30-12:30 (Nairobi) 15:30-16:30 (Bangkok)	PD (E) - Inside the Recruiter's Mind: How Hiring Really Works in the UN and Beyond	PD (E) - Private Sector Unlocked: How to Enter, Adapt, and Succeed	Pres (E) - Upskilling for the Future: How to Stay Marketable Inside and Beyond the UN	Pres (E) - Becoming a UN Volunteer; What is in it for you? The Hidden Benefits of Volunteering.	PD (E) - Beyond the UN Blue: Navigating Your Career Transition to Other IGOs
06:00-07:00 (New York) 12:00-13:00 (Europe) 13:00-14:00 (Nairobi) 17:00-18:00 (Bangkok)	PD (E) - Talent on the Move: Growing your career through mobility	Pres (F) - Recherche d'emploi optimisée par l'IA : éthique, sécurisée et tournée vers l'avenir	Clinic (E) - AI for Your Career: Practical Tools and Prompts for Career Management	Pres (E) - Leading from Within: Self-Awareness, Authenticity, and Inner Resilience	Pres (F) - Maîtriser les entretiens d'embauche: Transformer son expérience en levier de réussite
07:30-08:30 (New York) 13:30-14:30 (Europe) 14:30-15:30 (Nairobi) 18:30-19:30 (Bangkok)	Clinic (E) - Mapping Your Motivators for Career Choices	Pres (E) - Mapping Professional Achievements to Job Application and Interview	Pres (E) - Breaking Down Job Descriptions	Pres (E) - What remains when everything changes: Insights from Third Culture and Global Nomad Research	Clinic (E) - The skills shift: What skills-based hiring and AI agents might mean for a UN career
09:00-10:00 (New York) 15:00-16:00 (Europe) 16:00-17:00 (Nairobi) 20:00-21:00 (Bangkok)	Pres (E) - Your Career, Your Conversation	Pres (E) - Strengthening Your Adaptability Muscles - AQ: The Adaptability Quotient	Pres (E) - Managing Your Saboteurs: Removing Barriers to Your Career Growth	Pres (E) - Use Your Strengths to Boost Your Career	Pres (E) - Activating Inner Resources in Uncertain Times
10:30-11:30 (New York) 16:30-17:30 (Europe) 17:30-18:30 (Nairobi) 21:30-22:30 (Bangkok)	Pres (E) - A Mind-Blowing Tour of AI Tools to Accelerate Your Career	Pres (E) - From Sat Nav to Compass: Navigating Your Career in a Changing UN System	Pres (S) - Construye tu Asistente de Carrera con IA	Pres (E) - Building a winning profile from application to interview	Pres (E) - Mentoring 2.0: From Top-Down to All-Around
13:00-14:00 (New York) 19:00-20:00 (Europe) 20:00-21:00 (Nairobi) 00:00-01:00 <sup>-1</sup> (Bangkok)	Pres (F) - Opportunités de carrière aux Nations Unies pour les jeunes professionnels et conseils pour réussir sa candidature	PD (E) - Thriving Globally - The human side of relocation	Pres (E) - Career Development: How you can turn a Psychosocial Hazard into a Thriving Strategy	Pres (E) - Youth Engagement: Put in Practice! (Young Talents in the UN System)	Pres (E) - Working for Justice
14:30-15:30 (New York) 20:30-21:30 (Europe) 21:30-22:30 (Nairobi) 01:30 <sup>-1</sup> -02:30 <sup>-1</sup> (Bangkok)	Pres (E) - Mastering Job Interviews: Turning Your Experience into Impact	Pres (S) - Cómo dominar las entrevistas de trabajo: refleja tu experiencia con impacto	Clinic (S) - Desarrollo de habilidades y redes profesionales a través de la mentoría	Pres (E) - Make career moves with confidence using the 5i Framework	Pres (E) - Own your Future, Make your Role Matter



# THANK YOU!

The presentation, recording and other resources will be shared on our dedicated [Inter-Agency Career Week Page](#).

Please fill out the [Evaluation Survey](#). Your feedback matters to us!

IACW 2026 Mapping Your Motivators for Career Choices



*If you have any questions, please reach out to IOM's Career Development and Transition Unit [cdt@iom.int](mailto:cdt@iom.int).*