

Motivation | Confidence

You exude Confidence. This trait develops from a long history of relying on your own judgments. Consequently, you are not willing to blindly follow the guidance of others unless you are able to make sense of it yourself. You will listen to the opinions of others, but you will draw your own conclusions. Sometimes this self-confidence can inspire others to follow your lead. At other times you will find yourself alone in your course of action. However you do not choose a particular direction simply because people will follow, you choose it because you believe it is the right direction to pursue.

Pragmatically speaking what this means is you like making decisions for yourself. You don't like being told what to do, and you don't like being in situations where your ability to use your own judgment is taken away from you. Because you are willing to take the responsibility for your decisions, you want to have the freedom to exercise choice. While this confidence might move customers to action, this characteristic primarily affects your motivation. When you are in a situation where you are allowed to make decisions and exercise control, you become highly motivated. However when you are in situations where you constantly have to subordinate your own judgment, your motivation decreases.

Collaboration Alert: To be at your best be sure to carve out as much autonomy as you can. However, even if you have the authority to make a decision on your own, it is always wise to try to bring your team to consensus. When you pick a solitary course of action be sure the reward is worth the aggravation it may cause those around you and be prepared to take responsibility if your plan goes awry.

**“You like to use
your own
judgement and
make decisions for
yourself.”**

The Science of Performance